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manpower and labour relations

REVIEW

ECONOMICS AND RESEARCH BRANCH

Current Manpower Situation

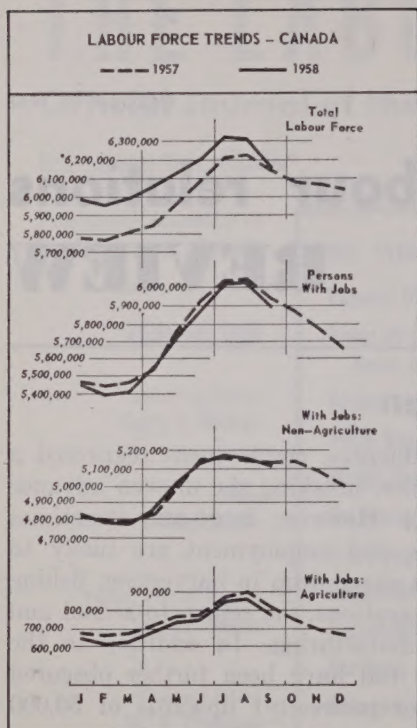
After allowing for average seasonal influences, employment registered a moderate decline between July and September, breaking the uneven advance that had been maintained since early spring. However, large and sometimes irregular changes in both the labour force and employment are likely to occur at this time of year, as the result of a sharp drop in harvesting, fishing and food-processing operations, the end of vacations, the return to school and the upturn in forestry and automobile manufacturing. In addition to the usual cross-currents, underlying trends this fall have been further obscured by industrial disputes involving (directly or indirectly) upwards of 50,000 workers.

The number of persons with jobs in September was estimated to be 5,888,000, a drop of 137,000 from a month earlier and 51,000 less than last year. The decline in the current month was limited to male workers, 80,000 in agricultural and 57,000 in non-agricultural industries. These changes were not very different from the average of the last two years. There was no net change in the number of women employed during the month, a moderate decline in agriculture offsetting gains elsewhere. Changes in female employment have no consistent pattern at this time of year, largely because of irregular shifts in the timing of labour requirements of food-processing firms.

In spite of a decline in the number of persons with jobs, there were more people actually working in September than in August. The biggest factor here, of course, was a decrease of over 300,000 on vacation. In addition, however, the number on temporary layoff (chiefly in automobile manufacturing and coal mining) fell from 37,000 to 14,000. On the other hand, moderate increases were registered in the number working less than a full week because of short time and turnover.

The number of persons withdrawing from the labour force exceeded the drop in employment. Consequently, the number without jobs and seeking work fell from 281,000 in August to 271,000 in September. To this decline might be added the above-mentioned drop of 23,000 in the number on temporary layoff. The seeking work figure was 4.4 per cent of the labour force this September compared with 3.2 per cent in September 1957.

The drop in the labour force since mid-summer has been unusually large, accentuating the downward trend that has been in progress since spring. In the third quarter the labour force was, on the average, just over 1 per cent



greater than a year earlier. This compares with a year-to-year margin of over 3 per cent during most of last year and this spring.

Part of the reason for this progressive narrowing of the margin over last year was a relatively slow population growth which, in turn, stems largely from the cutback in this year's immigration program. Population growth (14 years and over) averaged only 17,000 a month in the third quarter of 1958, compared with 27,000 a month in the same period last year.

A drop in the proportion of the population of working age participating in the labour force has also been a factor of considerable importance in slowing down the growth of the labour force. The ratio was 54.0 per cent in September, compared with 54.8 per cent a year earlier. If the participation rate in September had been the same as last year, there would have been about 90,000 more persons in the labour force. There are various reasons for the decline in participation rate, one of the more important being the scarcity of job opportunities. It is notable that the fall in participation rate is most marked in the younger and older age groups.

Women's Employment

Although, as stated above, the number of women with jobs in September was unchanged from a month earlier, some 58,000 more women had jobs in August this year than a year before. This offset to a considerable extent the estimated drop of 80,000 in jobs for men.

The industries which suffered the greatest loss of jobs had a lower level of employment this year for both men and women, and in fact the loss of jobs for women was in some industries greater, percentagewise, than for men. However, the industries most affected—among them manufacturing and construction—employ a high proportion of men. For this reason even a considerably smaller proportional drop in male employment resulted in a much greater numerical loss.

The increase in employment for both sexes is in industries in which women are well established, particularly service and trade. A larger number of both men and women are now employed in these industries than was the case a year ago.

Agriculture is the big exception to the general rule that the drop in jobs in an industry has affected both sexes. That industry was by far the greatest factor in the year-to-year change in the employment situation. Agriculture alone accounted for more than half of the net increase in jobs for women. On

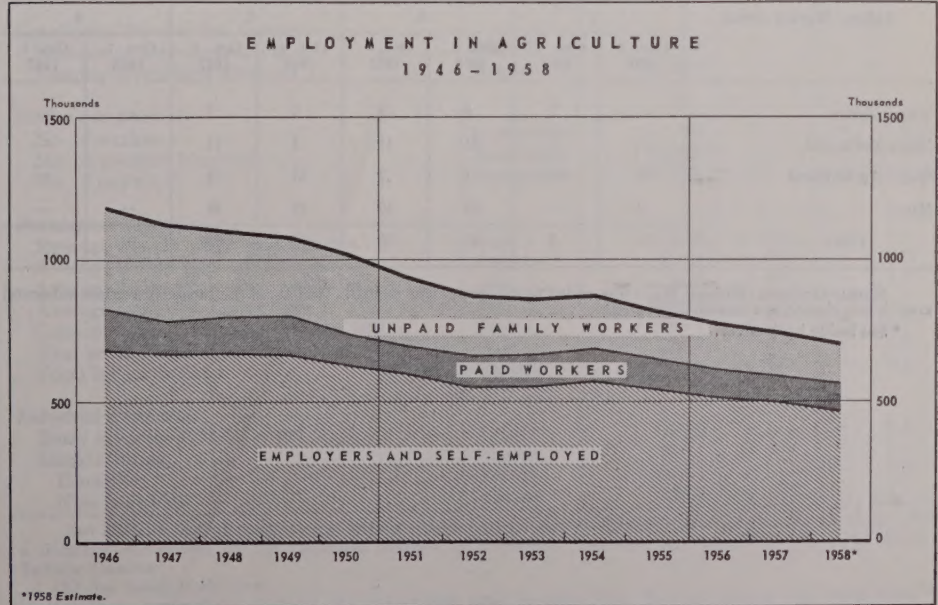
the other hand, more than three-quarters of the net drop in men's employment could be attributed to agriculture. The agricultural industry contributed more than twice as much as did manufacturing to the total drop in number of jobs for men.

The employment situation was less favourable than a year ago for men of all ages, but teen-agers were hardest hit. Of the women, teen-agers were the only group with a slight drop in percentage employed in August 1958 as compared with a year ago.

Employment Trends in Agriculture

The agricultural labour force showed a further decrease this year, continuing the long-term decline of the postwar period. In the first seven months of 1958 the average number of workers attached to farming was estimated to be 713,000, which was some 24,000 fewer than in the same period last year. The decrease would have been even greater but for the fact that female workers in agriculture increased by some 11,000 from 1957 to 1958. This increase can be attributed largely to the fact that a greater number of women on farms were doing farm work this year in order to fill the gap left by the movement of farm owners and their sons to non-agricultural occupations. The total male labour force in agriculture declined by some 35,000 since last year. This drop was distributed among own account workers, self-employed and unpaid family workers; the number of male paid workers in agriculture increased slightly.

Almost 70 per cent of the female labour force in agriculture are unpaid family workers. This female group was entirely responsible for the expansion which occurred this year, a sharp reversal of the postwar trend. Paid family workers showed virtually no change over the year. This category has held fairly constant throughout the postwar period.



As might be expected, the occupational distribution of male and female farm workers differs quite markedly. Unpaid workers constitute almost 70 per cent of farm employment for females but less than 20 per cent for males. For females, this group declined in relative importance during the past 10 years, from 87 per cent to 70 per cent, while it showed virtually no proportionate change for males.

More than half of the male work force in agriculture is self-employed. This group declined sharply in both relative and absolute terms during the postwar period. In the summer of 1958 the number classified as self-employed was almost 200,000 lower than a decade earlier. The number of paid workers in this group declined about 30,000 during the 10 year period 1948 to 1958. Unpaid family workers showed a slightly greater absolute decline (42,000) though in relative terms the decrease for this group was not as sharp.

The regional distribution of the agricultural labour force differs little from last year. The largest group was in the Prairie region, which accounted for about 40 per cent of the total. The Atlantic and Pacific regions made up for 8 per cent and 4 per cent of the total respectively. Ontario and Quebec shared about equally in the balance.

Apart from a slight increase in British Columbia, farm employment was lower than last year in all regions. There was a notable drop in the Prairie Provinces despite the fact that the female work force increased substantially. In fact, virtually all of the increase in female farm employment in Canada occurred in this region. In August, the number of female workers in agriculture in the Prairie region was estimated to be 18,000 higher than in 1957. This drop was more than offset, however, by a drop of 35,000 in the number of male workers in agriculture.

DISTRIBUTION OF LABOUR MARKET AREAS

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Oct. 1, 1958	Oct. 1, 1957	Oct. 1, 1958	Oct. 1, 1957	Oct. 1, 1958	Oct. 1, 1957	Oct. 1, 1958	Oct. 1, 1957
Metropolitan.....	—	1	6	3	6	8	—	—
Major Industrial.....	—	1	21	11	5	14	—	—
Major Agricultural.....	—	—	1	2	13	12	—	—
Minor.....	1	—	25	10	32	48	—	—
Total.....	1	2	53	26	56	82	—	—

Note:—One area (Kitimat B.C.) was added to the survey this month. Halifax, N.S., (formerly a major industrial area) is now classed as a metropolitan area.

* See inside back cover.

Current Labour Statistics

(Latest available statistics as of October 10, 1958; subject to revision)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower—</i>				
Total civilian labour force (a)	Sept. 20	6,159,000	- 2.3	+ 0.4
Total persons with jobs.....	Sept. 20	5,888,000	- 2.3	- 0.9
At work 35 hours or more.....	Sept. 20	5,137,000	+ 1.5	- 2.1
At work less than 35 hours.....	Sept. 20	561,000	+22.8	+ 15.4
With jobs but not at work.....	Sept. 20	190,000	-62.7	- 8.2
With jobs but on short time.....	Sept. 20	53,000	+17.8	+ 43.2
With jobs but laid off full week.....	Sept. 20	14,000	-62.2	- 17.7
Persons without jobs and seeking work.....	Sept. 20	271,000	- 3.6	+ 37.6
Persons with jobs in agriculture.....	Sept. 20	774,000	-10.8	- 4.5
Persons with jobs in non-agriculture.....	Sept. 20	5,114,000	- 0.8	- 0.3
Total paid workers.....	Sept. 20	4,707,000	- 1.2	+ 0.1
<i>Registered for work, NES (b)</i>				
Atlantic.....	Sept. 18	33,900	-15.5	+ 30.4
Quebec.....	Sept. 18	98,000	- 5.4	+ 41.6
Ontario.....	Sept. 18	118,700	- 8.8	+ 11.4
Prairie.....	Sept. 18	34,700	- 1.7	+ 42.8
Pacific.....	Sept. 18	41,800	-13.8	+ 40.3
Total, all regions.....	Sept. 18	327,100	- 8.6	+ 27.8
Claimants for Unemployment Insurance benefit.....	Sept. 1	294,587	- 2.1	+ 41.1
Amount of benefit payments.....	August	\$19,491,443	-27.3	+ 49.6
Industrial employment (1949 = 100).....	August 1	121.8	+ 0.4	- 4.6
Manufacturing employment (1949 = 100).....	August 1	111.7	- 0.3	- 5.4
Immigration.....	1st. 6 mos.	67,744	—	- 62.9(c)
Destined to the labour force.....	1st. 6 mos.	35,742	—	- 65.8(c)
<i>Conciliation Services (ex. Quebec)</i>				
Number of cases in progress.....	August	766	—	—
Number of workers involved.....	August	191,080	—	—
<i>Strikes and Lockouts</i>				
No. of strikes.....	September	56	—	- 0.5(c)
No. of workers involved.....	September	46,944	—	+ 27.3(c)
No. of days lost.....	September	496,780	—	+ 24.5(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	Aug. 1	\$70.75	+ 0.1	+ 3.4
Average hourly earnings (mfg.).....	Aug. 1	\$1.66	- 0.5	+ 3.4
Average hours worked per week (mfg.).....	Aug. 1	40.4	- 0.3	- 0.3
Average weekly earnings (mfg.).....	Aug. 1	\$66.98	- 0.7	+ 3.1
Consumer price index (av. 1949 = 100).....	Sept. 1	125.6	+ 0.3	+ 1.9
Real weekly earnings (mfg. av. 1949 = 100).....	Aug. 1	128.3	- 1.2	+ 1.0
Total labour income.....\$000,000.	August	1,346	+ 0.7	+ 0.8
<i>Industrial Production</i>				
Total (average 1935-39 = 100)	August	281.0	+ 0.7	- 2.0
Manufacturing.....	August	277.1	+ 1.9	- 2.1
Durables.....	August	311.1	- 1.0	- 3.3
Non-Durables.....	August	255.4	+ 4.3	- 1.1

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, April issue of *Labour Gazette*.

(b) See inside back cover.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Labour-Management Relations

The Bargaining Scene

The number of major agreements affected by bargaining activity declined further in October to 74 agreements covering 386,900 workers. Conciliation activity has also declined slightly from last month's figure. The number of agreements reached between September 15 and October 15 was ten, covering 39,000 workers. All but one of these agreements have been through conciliation proceedings. They include agreements in the coal mining, paper and construction industries.

As a part of the survey and analysis work in collective agreements carried out by the Economics and Research Branch, it has proved practicable to keep abreast, with a minimum of time lag, of approximately 1,000 representative agreements. Of these, 223 have been revised and received in the Branch. The table below shows the distribution of wage increases reported under these 223 agreements. Of these 223 agreements, 57 per cent were signed for periods of one year or less, and 41 per cent for periods ranging from more than one year but less than three. About 16 per cent of the agreements signed for one year or less made no provisions for wage increases, while the figure for all agreements reviewed was 9 per cent.

DISTRIBUTION OF WAGE INCREASES PROVIDED BY 223 AGREEMENTS SIGNED IN 1958

Term of Agreement

Total Amount of increase—cents per hour	1 year or less	More than 1 but less than 3 years	3 years or more	Total
1-4.9	11	2	—	13
5-9.9	55	20	1	76
10-14.9	24	23	—	47
15-19.9	12	17	—	29
20-24.9	1	13	3	17
25 and over	2	15	3	20
No Change	20	1	—	21
Total	125	91	7	223
% of Agreements examined	57	41	2	100

Bargaining Status of Major Agreements Reviewed, October 15, 1958

N = negotiating C = conciliation P/C = post conciliation A = arbitration W/S = work stoppage. Brackets indicate information not confirmed

Company and Location	Union	Status	
		Sept. 15	Oct. 15
Abitibi Power, Ontario.....	Carpenters	—	C
Abitibi Power & Paper, Iroquois Falls.....	4 paper mill unions	C	C
Algoma Steel, Sault Ste. Marie.....	Steelworkers	C	C
Anglo-Canadian Pulp & Paper, Quebec.....	2 paper mill unions	C	A
Anglo-Nfld. Development, Grand Falls....	4 paper mill unions	C	C
Anglo-Nfld. Development, Grand Falls....	Woodworkers	N	C
Associated Clothing, Manitoba, Toronto...	Clothing Workers	—	N
Avro Aircraft, Malton.....	Machinists	N	N
Bowaters Pulp & Paper, Corner Brook.....	4 paper mill unions	C	C
C.B.C., Canada.....	NABET (Broadcasting)	C	C
Canadian Car Co., Montreal.....	Railway Carmen	N	N
Canadian Cottons.....	Textile Workers	N	N

Company and Location	Union	Status	
		Sept. 15	Oct. 15
Canadian Vickers, Montreal.....	Various craft unions	N	—
Canadian Vickers, Montreal.....	Syndicate (CCCL)	N	(N)
Canadian Westinghouse, Hamilton.....	United Electric Wkrs.	C	(C)
Canadair, Malton.....	Machinists	—	N
Chrysler Corp., Windsor.....	Automobile Workers	C	(C)
City of Toronto, Ontario.....	Municipal Employees	C	C
Consolidated Paper, Quebec.....	2 paper mill unions	C	(A)
Davie Shipbuilding, Lauzon.....	Syndicate (CCCL)	W/S	W/S
Dominion Textiles, Quebec.....	Syndicate (CCCL)	A	(A)
Dominion Textiles, Montreal.....	Syndicate (CCCL)	C	C
E.B. Eddy, Hull and Ottawa.....	3 paper mill unions	C	C
Falconbridge Nickel Mines.....	Mine, Mill Workers	N	N
Ford Motor Co., Ontario.....	Automobile Workers	N	(N)
General Motors, Ontario.....	Automobile Workers	C	(C)
General Steel Wares, Ont. and Que.....	Steelworkers	C	N
Halifax Construction Assn., Halifax.....	Carpenters and Joiners	(N)	(N)
Halifax Shipyards, Halifax.....	Marine Workers	N	N
Hollinger Consolidated, Timmins.....	Steelworkers	C	P/C
Howard Smith Paper Mills, Cornwall....	2 paper mill unions	N	(N)
Imperial Tobacco, P.Q.....	Tobacco Workers	—	N
International Nickel Co., Port Colborne ..	Mine, Mill Workers	C	N/S
International Nickel Co., Sudbury.....	Mine, Mill Workers	C	W/S
Lake Carriers Assn., Great Lakes.....	Seafarers	C	—
Marine Industries, Sorel.....	Syndicate (CCCL)	N	C
Massey-Harris-Ferguson, Ontario.....	Automobile Workers	N	C
Master Plumbers Assn., Edmonton.....	Plumbers	(A)	A
McIntyre Porcupine Mines, Schumacher Porcupine.....	Mine Workers	C	C
Montreal Cottons, Valleyfield.....	UTW (Textile Wkrs.)	C	C
Motor Transport Ind. Rel. Bureau, Hamilton.....	Teamsters	C	(C)
Motor Transport Ind. Rel. Bureau, Toronto	Teamsters	C	(C)
N. Interior Lumberman's Assn., Northern B.C.....	Woodworkers	C	(C)
Okanagan Fed. Shippers, Okanagan.....	Fruit Workers	N	N
Ontario Hydro Commission—Toronto.....	N.U.P.S.E.	C	C
Orenda Engines Ltd., Malton.....	Machinists	N	N
Polymer Corp., Sarnia.....	Oil, Chemical Wkrs	C	C
Price Bros., Quebec.....	Syndicate (CCCL)	C	C
Provincial Govt. Saskatchewan.....	Sask. Civil Service Association	N	N
Provincial Transport Co., P.Q.....	Railway Engineers	N	N
Royal York Hotel, Toronto.....	Hotel Employees	N	N
Shawinigan Chemicals, Shawinigan Falls .	Syndicate (CCCL)	A	A
S. Interior Lumberman's Assn., Southern B.C.....	Woodworkers	C	P/C
Steel Co. of Canada, Hamilton.....	Steelworkers	W/S	W/S
Sudbury Builders' Exchange, Sudbury	Hodcarriers	A	A
Toronto Builders Exchange, Toronto	Carpenters	C	N
Trucking Assn., Montreal.....	Teamsters	N	C

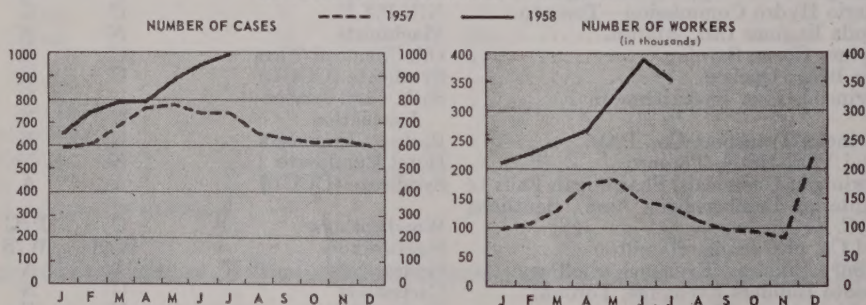
THE BARGAINING SCENE OCTOBER 15, 1958

Bargaining Units of 1,000 or More Employees

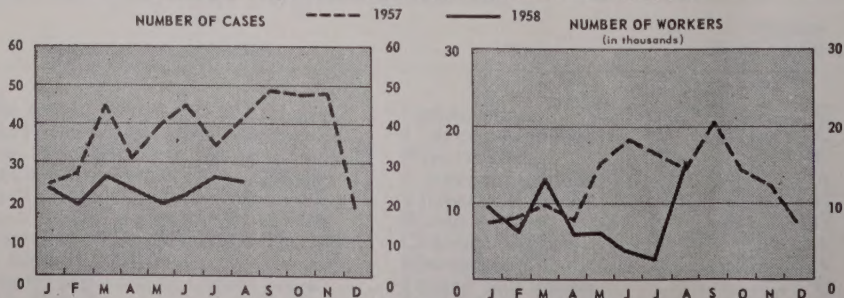
September 1, 1958 to November 30, 1958

	Agreements	Workers
In Negotiations and Terminating in Period	74	386,900
Bargaining carried over from August	61	347,700
Terminating in period Sept. 1-Nov. 30	13	39,200
Settlements Achieved Sept. 15 to Oct. 15	10	16,400
Negotiations Continuing at Oct. 15	63	365,250
Bargaining in progress	26	93,500
Conciliation in progress	24	108,150
Post conciliation	3	129,650
Work stoppage	4	24,000
Arbitration	6	9,940
Negotiations not yet begun	3	5,250

CONCILIATION SERVICES IN CANADA



WORK STOPPAGES ARISING FROM INDUSTRIAL DISPUTES



Manpower Situation in Local Areas

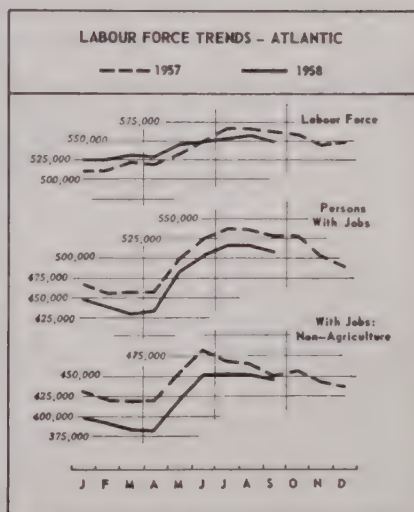
ATLANTIC

Employment decreased seasonally in the Atlantic region during September and students and other short-term workers withdrew from the labour force. At September 20 the number of persons with jobs was estimated to be 508,000, some 9,000 fewer than in the previous month and 21,000 fewer than a year earlier. Coal mining production continued at a reduced level as staggered layoffs were still taking place at the Sydney Mines. Pulpwood logging in Newfoundland showed a further decline, reaching a much lower level than last year. Total manufacturing employment changed very little during the month; increased hirings were reported in a number of steel plants but these gains were largely offset by a layoff of about 100 workers at the Saint John Shipyards.

The low point in economic activity appears to have been reached in the Atlantic region early in the year. Persons with jobs (adjusted for seasonal variations) increased more than 2 per cent from March to August, reversing the downward trend which began in July 1957. The increase made up for only part of the earlier losses, however, so that the number of persons with jobs in September was still substantially lower than last year. The level of unemployment has been consistently higher than in 1957.

While the declining trend in business activity was arrested early in the year, it is still not clear whether the forces responsible for the recession have altered enough to bring about a period of sustained expansion. The pattern so far has been one of adjustment, with relatively small production and employment gains. Most economic indicators of the region have shown no appreciable improvements in recent months and this trend is likely to persist for the next few months. Inventories of pulpwood are still excessive. Some manufacturing plants have also been hampered by excessive stocks. The increase in new orders for manufactured goods has been largely confined to the steel industry. Two rail orders for export will keep the DOSCO steel plant's rail mill working at capacity for at least three months.

An upturn in construction activity would have a strengthening influence on the economy of the region. Some revival of activity can be expected in this sector since contracts for all types of construction have been slightly higher this summer than in the same period last year. The higher value of contracts has not as yet been reflected in an upturn of employment, because many of the jobs scheduled to begin earlier in the year were delayed.



CLASSIFICATION OF LABOUR MARKET AREAS—OCTOBER 1, 1958.

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		Hamilton Montreal Quebec-Levis ST. JOHN'S Vancouver-New Westminster Mission City → WINDSOR	Calgary Edmonton Halifax Ottawa-Hull Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)		Brantford → Corner Brook → CORNWALL Farnham-Granby → Ft. William- Pt. Arthur Joliette Lac St. Jean Moncton → NEW GLASGOW Niagara Peninsula → OSHAWA Peterborough Rouyn-Val d'Or Saint John Sarnia Shawinigan Sherbrooke Sudbury → SYDNEY Trois Rivières Victoria	Guelph Kingston Kitchener → LONDON Timmins-Kirkland Lake	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		Thetford Mines- Megantic-St. Georges	Barrie Brandon Charlottetown → CHATHAM Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Rivière du Loup Saskatoon Yorkton	
MINOR AREAS (labour force 10,000-25,000)	Sorel	Beauharnois BRIDGEWATER ← Campbellton → CENTRAL VANCOU- VER ISLAND Chilliwack Dawson Creek Drummondville Fredericton Gaspé GRAND FALLS ← Lindsay Newcastle Owen Sound PEMBROKE ← Prince George PRINCE RUPERT ← Quebec North Shore Rimouski STE. AGATHE- ST. JEROME ← St. Jean → ST. STEPHEN Sault Ste. Marie Valleyfield Victoriaville Woodstock, N.B.	Bathurst Belleville-Trenton Bracebridge Brampton Cranbrook Dauphin Drumheller Edmundston Galt Goderich Kamloops Kentville Kitimat Lachute- Ste. Therese Listowel Medicine Hat Montmagny North Bay Okanagan Valley Portage La Prairie St. Hyacinthe St. Thomas Simcoe Stratford Summerside Swift Current Trail-Nelson Truro Walkerton Weyburn Woodstock- Ingersoll Yarmouth	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For explanation of classification system, see inside back cover.

Six of the 21 areas in the region were reclassified during September, three from substantial surplus to the moderate surplus category and three from balance to the moderate surplus category. At October 1, the area classification was as follows (last year's figures in brackets): in moderate surplus 13 (7); in balance 8 (14).

Local Area Developments

St. John's (metropolitan) was reclassified from Group 3 to Group 2. The dispute at the St. John's waterfront was settled during the month but port activity remained slack. Temporary layoffs were reported in construction owing to the fact that the waterfront dispute resulted in a shortage of building materials.

New Glasgow (major industrial) was reclassified from Group 1 to Group 2. Rehiring at the Eastern Car Company boosted manufacturing employment during the month. Total manufacturing employment was still substantially lower than last year, however, owing to reduced orders for freight cars from the railways.

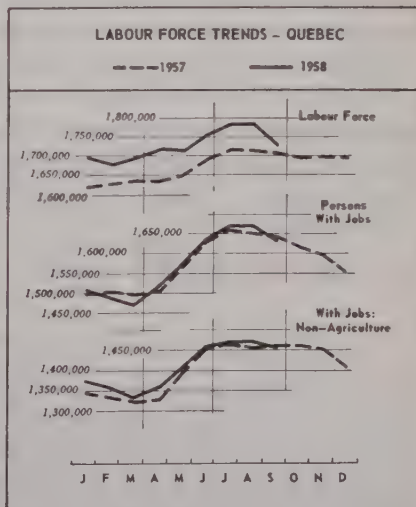
Sydney (major industrial) was reclassified from Group 1 to Group 2. Staggered shutdowns continued in coal mining but employment was somewhat higher than in the previous month. Scheduled cutbacks in coal production were reported to have concluded at most of the mines by the end of the month.

Grand Falls and **Bridgewater** (minor) were reclassified from Group 3 to Group 2.

St. Stephen (minor) was reclassified from Group 1 to Group 2.

QUEBEC

Employment declined more than seasonally in the Quebec region during September. The decline was in part associated with the withdrawal of students and other seasonal workers from the labour force. In the week ended September 20, the number of persons with jobs was estimated at 1,630,000, some 45,000 lower than the previous month and 14,000 less than a year before. Despite the drop in the number of persons with jobs, the number actually at work increased from 1,558,000 to 1,591,000 during the month, as workers returned from vacations. The level of unemployment was substantially lower than in August as the labour force showed a greater contraction than employment. The construction industry, particularly housebuilding, was very active during the month. Forestry employment increased sharply in accordance with the usual seasonal pattern, though operations were at a somewhat lower level than last year.



An upturn in economic activity occurred in this region early in the spring but full recovery appears to be still some distance away. Some of the basic weaknesses which accounted for the downturn last year are still in evidence, so that business activity in general continues to be fairly sluggish. There has been little recovery, for example, in world demand for commodities such as base metals, wood products and paper products which figured prominently in the earlier boom. There has been some strengthening in the domestic market for a fairly wide range of products but as yet production and employment gains have been rather modest.

The low point in employment (apart from seasonal) was reached in this region in March. Since then, the trend has been erratic, although the gains have been quite substantial. Persons with jobs, on a seasonally adjusted basis, increased by 4.5 per cent between March and June, making up for most of the loss that occurred in the preceding nine months. Employment edged downwards again during the past three months, however, as a result of temporary layoffs in various parts of manufacturing.

In September, the number of persons with jobs was estimated to be 14,000 lower than a year ago. Unemployment was much higher than a year before but the year-to-year difference narrowed noticeably since early in the summer owing to a slowing down in the growth of the labour force during recent months. For the first seven months of 1958 the labour force showed an average year-to-year increase of 65,000. In September the difference amounted to only 20,000.

At October 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 1 (0); in moderate surplus, 19 (11); in balance, 4 (13).

Local Area Developments

Montreal (metropolitan) remained in Group 2. Total industrial employment was about 3 per cent lower than a year ago. Manufacturing accounted for most of this decline. Employment was sharply lower than last year in railway rolling stock and the electrical apparatus and supplies industries.

Quebec-Levis (metropolitan) remained in Group 2. Employment in Quebec was down slightly from a year ago owing to weaknesses in certain parts of manufacturing. Construction employment continued at a somewhat higher level than last year.

St. Agathe-St. Jerome (minor) was reclassified from Group 3 to Group 2.

ONTARIO

Employment in Ontario declined seasonally during September. As a result, most of the temporary farm help and many other seasonal workers withdrew from the labour force. The number of persons with jobs at September 25 was estimated to be 2,181,000, about the same as a year before but a drop of 39,000 from the previous month. Agriculture accounted for about 60 per cent of the month-to-month decline. Unemployment showed little change during the month and the year-to-year increase was the smallest since the beginning of this year. As a result of labour-management disputes in Toronto, Sudbury and Hamilton, more than 40,000 workers were tem-

porarily out of work by the end of September and many other workers were indirectly affected.

Economic conditions in the region showed some signs of improvement. Construction activity, both in the residential and non-residential sector, continued at a high level. The number of housing units started in larger centres during August was almost one-third higher than a year earlier, and total starts for the first eight months of the year were about 64 per cent above last year's level.

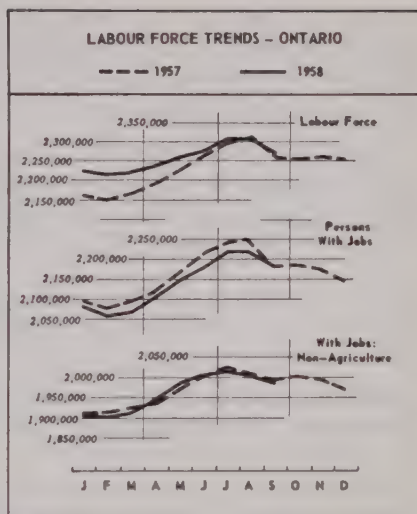
Some improvement appears to be taking place in manufacturing. The motor vehicle industry made a promising start on the production of 1959 models, although output was curtailed in the second half of the month by strikes of automobile workers in the U.S. which interrupted the flow of indispensable parts from that country. Increased activity was reported in a number of iron and steel products firms; in others, steel shortages caused temporary layoffs, the largest of which occurred at a Toronto farm implement plant. Apart from this, activity in the farm implements industry continued at a high level. The home appliance industry is stepping up production.

The region's weak spots continued to be textiles (except clothing), railway rolling stock manufacturing, and forestry. Lack of orders caused two major textile plants at Hamilton to discontinue operations and a third to reduce staff drastically. Employment in the railway rolling stock producing industry, which has been steadily declining since 1957, reached a new low with the layoff of about 500 workers for an indefinite period. Forestry employment showed no change during the month and remained substantially lower than a year ago.

Six of the 34 labour market areas in the region were reclassified during the month, all but one to categories denoting less unemployment. At October 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 0 (2); in moderate surplus, 13 (6); in balance, 21 (26).

Local Area Developments

Metropolitan Areas where classification unchanged: *Hamilton* (Group 2). The Stelco strike dominated the labour market picture but caused only a moderate rise in unemployment. Two major textile plants are ceasing operations because of lack of orders, and a third plant drastically reduced its staff; about 700 textile workers were affected. Another 500 employees were laid off from the railway rolling stock plant. *Ottawa-Hull* (Group 3). Employment conditions continued to improve in most industries. Construction workers had to be brought in from other areas to meet the demand. *Toronto* (Group 3). The demand for labour from most manufacturing industries showed a noticeable increase. The iron and steel products industry reported considerably



increased activity, notably in the manufacturing of machinery for the construction industry. Construction suffered a severe setback as a result of the labour-management dispute.

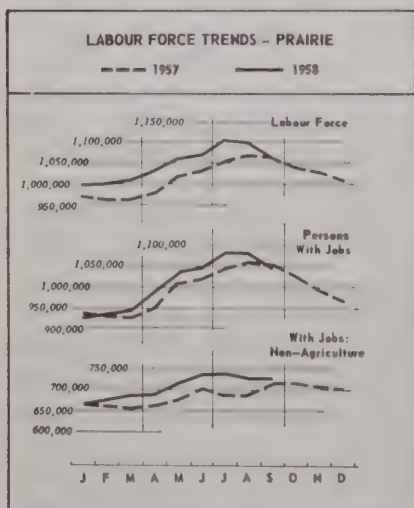
Windsor (metropolitan) was reclassified from Group 1 to Group 2, chiefly as a result of the resumption of work by the motor vehicle industry.

Major Industrial Areas reclassified from Group 1 to Group 2: *Cornwall:* The reclassification was due mainly to increased construction activity. *Oshawa:* Resumption of motor vehicle production resulted in reclassification.

London (major industrial) was reclassified from Group 2 to Group 3; the reclassification was due mainly to improvement in seasonal industries, particularly food processing.

Chatham (major agricultural) was reclassified from Group 2 to Group 3, due mainly to agriculture and food processing. *Pembroke* (minor) was reclassified from Group 3 to Group 2.

PRAIRIE



Employment in the Prairie region declined seasonally during the month. Persons with jobs at September 20 were estimated at 1,047,000, a decrease of some 33,000 from mid-August and 5,000 from the year earlier. The drop in employment over the month was accompanied by a similar decline in the labour force. Consequently, unemployment showed little change, although it was still higher than last year. Completion of grain harvesting was responsible for all of the decrease in employment. Non-agricultural employment showed a slight gain in a month when it usually declines.

Effects of the economic recession during 1958 were less noticeable in the Prairie region than in other regions in Canada. Employment (seasonally adjusted) dropped 4 per cent from the peak in 1957 to the trough in January 1958. Since January employment improved and was higher than a year earlier in most months.

The increase in industrial activity was largely due to an upturn in construction and to the steady expansion in the trade, finance and service industries. Construction employment was about 8 per cent lower in January than in the same month of the previous year but since March it has been higher than a year ago. Residential construction, which showed unusual strength in the last quarter of 1957, continued its upward trend in 1958. From January to July, new housing starts were 51 per cent higher than for the same period last year and, at the end of July, the number under construction was more than 40 per cent higher than a year ago. Non-residential construction showed strength from June on, noticeably in the business and engineering sectors; industrial construction was, however, markedly lower than last year.

Manufacturing employment has been, on the average, about 3 per cent lower than last year, although the gap has narrowed in recent months. The main weaknesses were aircraft parts factories, railway shops and iron and steel plants. On the other hand, food and beverages and printing industries showed further gains.

Steady expansion in the trade, finance and service industries continued; the combined employment in these industries was, on the average, some 3 per cent higher this year than last year. These industries account for about one-third of the total non-farm employment.

The transportation industry showed lower employment, averaging 4 per cent less during the eight-month period this year than last; smaller coal, ore and grain shipments were contributing factors. Employment in coal mines, especially in Alberta, declined substantially as production dropped by one-fifth during the eight-month period. In the oil industry also, there were staff reductions owing to export difficulties.

At October 1, the classification of the 20 labour market areas was the same as a month earlier (last year's figures in brackets): in moderate surplus, 2 (0); in balance, 18 (20).

Local Area Developments

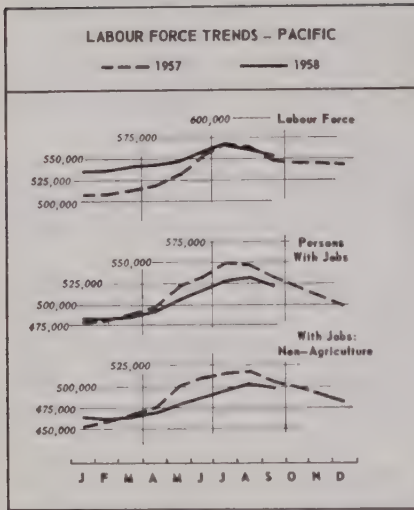
Calgary, Edmonton, Winnipeg (metropolitan) remained in Group 3. Total industrial employment in August was at or only slightly below the year-earlier level in all three areas. The largest gains over the year have been in residential building activity. In September, unemployment showed a small increase in Calgary contrasted by slight declines in Edmonton and Winnipeg.

Fort William-Port Arthur (major industrial) remained in Group 2. Employment declined in this area during the month whereas it usually increases at this time. Reduction in logging activities was one of the main reasons for the decline in employment; work force reductions, which began in August, continued in September. Logging employment during the three weeks of the month was, on the average, more than 30 per cent lower than in the corresponding period a year ago. There were further staff reductions at Canadian Car and Foundry and at Port Arthur shipbuilding plants as current contracts neared completion.

PACIFIC

Employment dropped by about 11,000 to 522,000 in September, a slightly smaller decline than usual for this time of the year. The gap between this year and last year narrowed and at mid-September was only 9,000 below that of a year ago. Unemployment fell moderately during the month but remained considerably higher than a year earlier.

The basic demand for labour, which has been improving slightly for some months, was given a further boost by improved logging weather and the settlement of two major industrial disputes. One of these, in the construction industry, had been in progress for four months and was largely responsible for the fact that employment in the industry was down by one-third from last year, in spite of a two-thirds increase in the number of new houses



started. The strike settlement was followed by a brisk demand for construction workers, which helped to reduce the seasonal decline in employment.

A marked recovery in the demand for lumber this year has been reflected in a 10-per-cent increase in production and full staffs in most sawmills. Logging (and some sawmilling) activity, which was sharply curtailed during most of the summer because of fire hazard, increased in September, particularly on Vancouver Island. Some summer logging camps were not reopened, however, owing to the short time left in the season.

Increased activity in construction and logging was reflected in related manufacturing industries, notably steel

fabrication, woodworking and sheet metal firms. Weaknesses in some parts of manufacturing persisted, however. Shipbuilding employment continued to decline as government defence orders neared completion. Employment in the iron and steel products group as a whole was sharply lower than last year in spite of the beneficial effects of the recovery in construction and logging. In non-ferrous metal production employment was about 15 per cent lower than last year.

Mining employment in August was 20 per cent lower than a year earlier. There was little apparent change in September although a further reduction in some operations was expected as a result of recent reductions on the export of lead and zinc to the United States.

Unemployment declined moderately in the region, a particularly sharp drop occurring in Central Vancouver Island as logging camps were reopened. The classification of 11 labour market areas¹ was as follows (last year's figures in brackets): in moderate surplus 6 (2); in balance 5 (9).

Local Area Developments

Vancouver-New Westminster (metropolitan) remained in Group 2. Employment in all major industries except sawmilling was down in August from a year earlier. During September the back-to-work movement in construction and logging caused a moderate reduction in unemployment. A season of high earnings for fishermen and cannery staffs came to a close. The sockeye salmon pack amounted to a new record of more than a million cases, and is reported to be already sold, leaving no carry-over to create difficulties next year.

Central Vancouver Island (minor) was reclassified from Group 1 to Group 2. The lifting of fire-season restrictions allowed thousands to return to work in logging and construction. Unemployment dropped to its lowest level in 10 months.

Prince Rupert (minor) was reclassified from Group 3 to Group 2. Unemployment increased seasonally at the end of the fishing season. Logging and sawmilling at interior points were retarded by wet weather.

¹ One area (Kitimat, B.C.) was added to the survey this month.

NOTES OF CURRENT INTEREST

Housing Important Source Of Jobs, Minister Says

Housing was of great importance not only in providing homes for Canadians but also in providing jobs, particularly during the winter, Labour Minister Starr said in an address September 8 marking the opening of National Home Week.

Speaking to the Home Builders' Association of Ottawa, Mr. Starr stressed the necessity of carrying much of the home-building industry's activity over into the winter months.

Employment for 375,000

The 1958 program in Canada, he said, would provide employment directly or indirectly for 375,000 men. He noted that "the estimated labour content for a new home was six months work for two men on site and three men off site," or, in another way, "three months work for four men on site and six off".

It was also estimated, the Minister said, that a family moving into a new home spent \$1,500 for furnishings and other equipment. "Again more work," he added.

The Government's home-building target for the year was 150,000 units, Mr. Starr pointed out. By the end of July, 88,000 units had been started—an increase of 43 per cent from the comparable period last year. Completions by July 31 totalled 67,000 as against 59,000 at the same date in 1957. The number of completed but unsold homes was lower than last year.

Concerning the Government's contribution towards an increase in home construction, Mr. Starr said that loans through Central Mortgage and Housing had totalled \$386 million in the 12 months "since the original lending program was announced".

This new spending power had been "reflected in a greatly increased activity among the banks and lending institutions," he stated.

Government spending, the Minister said, was being aimed at lower-income homes, and this had "liberated a segment of the housing market that had been relatively stagnant".

Recommendations on housing put forward at the Winter Employment Conference, held in Ottawa last July, were being considered by the Government, the Minister said.

July Housing Starts Up 13 Per Cent over 1957

Housing starts rose 13 per cent in July to 15,300 units from 13,512 a year earlier, the Dominion Bureau of Statistics reports. Completions rose almost 11 per cent to 9,660 units from 8,710. Units in various stages of construction at July 31 increased more than 28 per cent to 92,169 from 71,827 a year ago.

During the first seven months of this year, starts and completions of new dwelling units reached postwar peaks, exceeding the previous high reached in 1956.

Starts in the January-July period this year numbered 88,177, compared with 62,359 in the same period of 1957; completions numbered 67,968 compared with 59,145.

According to the U.S. Bureau of Labor Statistics, non-farm housing starts totalled 111,000 in July of this year. The decline of 4,000 units from June was less than usual, and the July 1958 total exceeded the 1957 figure by 13,000 units, or nearly 14 per cent.

Canada Will Increase Aid to Colombo Plan

Speaking to delegates to the Commonwealth Conference on Trade and Economic Affairs in Montreal last month, Prime Minister Diefenbaker said that Canada will substantially increase its economic aid to underdeveloped countries.

Other sources indicated that the increase might be as much as 50 per cent. In the eight years that the Colombo Plan has existed, Canada has contributed \$200,000,000. It was believed that Canada's contribution increase would be contingent upon increased contributions to the plan from other Commonwealth countries.

1,000th Trainee Arrives

The 1,000th Colombo Plan trainee to receive technical training in Canada, Mohammed Saeed, of Pakistan, arrived in Ottawa September 29. A graduate in mechanical engineering, he will spend about six months in Canada studying design, construction and operation of gas transmission lines.

Two Union Groups Urge Abolition of Moonlighting

The practice of "moonlighting" was condemned and its abolition recommended by two different labour groups at separate meetings during the past month.

The 125-member Canada Council of the United Automobile Workers (CLC), meeting at Port Elgin, Ont., unanimously approved a resolution condemning moonlighting.

"This is one area where a union can legitimately co-operate with management," a UAW spokesman said. "Any worker holding two jobs ought to be made to choose which one he wants to keep".

At the monthly meeting of the Fort William-Port Arthur and District Labour Council a resolution was passed urging that affiliates of the Council be circularized, urging them to curb "moonlighting" among their members as a means of spreading available work among more people.

The Council also called for a meeting with Unemployment Insurance Commission officials at the local level to see if a program could be drawn up to deal effectively with the "moonlighting" problem.

Coal Mine Labour Shows Greatest Cost Increase

The annual survey of Canadian coal mines operating costs and revenues for 1957 shows that the greatest increases in costs were registered by labour, maintenance repairs and supplies and distribution.

Operating costs for the industry as a whole increased 56 cents or 8 per cent to a total of \$7.54 per ton.

Labour costs per net ton of marketable coal produced, for Canada as a whole, made up 45.7 per cent of total costs. Maintenance, repairs and supplies accounted for 16.1 per cent of total costs.

Sales Revenue Drops

Revenue from coal sales at \$7.06 per ton was a decrease of 10 cents or 1.4 per cent. The loss on the actual production and sales of coal before miscellaneous income and stock adjustments amounted to 48 cents per ton compared with 18 cents profit in the previous year.

For the year, the industry realized a profit of 16 cents per net ton on its combined underground and stripping operations, a decrease of 4 cents per ton from the average profit for 1956.

Total expenditure for the industry as a whole for labour and workmen's compensation was \$47,145,000, an average of \$3.63,

an increase of 20 cents, per ton. Maintenance, repairs and supplies at \$1.21 per ton increased 16 cents, the total expenditures for 1957 being \$15,771,000.

Increases per man-day production were reported for four areas, ranging as follows: Alberta Mountain, 18.6 per cent; Nova Scotia and New Brunswick, 9.4 per cent; Alberta Domestic (underground), 4.4 per cent.

Decreases were reported for three areas, as follows: Saskatchewan, 6.7 per cent; British Columbia and Yukon, 1 per cent; Alberta Domestic (stripping), 0.5 per cent.

The industry as a whole showed a 5.3-per-cent increase in per man-day production.

Farm Cash Income Sets Record for Half-Year

Cash returns to Canadian farmers from the sale of farm products were estimated by the Dominion Bureau of Statistics at a record \$1.3 billion in the first six months of this year.

This was about 9 per cent higher than the estimate of \$1.2 billion for the like period in 1957.

The increase in farm income compared with a year earlier can be attributed in the main to the sale of live stock and animal products; returns from field crops were slightly lower.

Plan 3rd Annual Session On Man and Industry

The third annual session of the Round Table on Man and Industry, a conference arranged by the School of Social Work of the University of Toronto, will be held November 2 to 7. The second session was held last November (L.G., Dec. 1957, p. 1326).

Three major issues will be considered at the meeting: community planning and organization, community relations and participation, and personal satisfactions.

In connection with the first, the meeting will deal with the adequacy of the agencies that determine present and future use of land to ensure an appropriate distribution of land among industrial, commercial and residential users; with the adequacy of agencies that determine the supply of and demand for housing to ensure a sufficient supply of housing, especially for the lower groups; and with the adequacy of all levels of government to ensure the adaptability of the Canadian people to the impact of industrialization.

Under "community relations and participation" the meeting will discuss whether the disappearance of traditional, relatively static communities has left a gap in personal and community life, and if so, how it can be filled.

Under "personal satisfactions" the session will enquire into the inequalities of opportunity between the sexes, age groups, occupational groups, income groups and geographical groups.

Canadian Credit Unions Increase Membership

Canadian credit unions added 206,440 new members during 1957, bringing the total of 2,200,000, compared with some 2,000,000 at the end of 1956, according to the 1958 Credit Union Yearbook, recently released by the Credit Union National Association (CUNA).

Other figures show the same substantial growth during 1957, but also reflect a slower rate of increase than in preceding years.

Canada had 4,351 credit unions at year-end, compared with 4,275 at the end of 1956. Total assets of the unions stood at \$884,412,645 at the end of 1957.

Drop Escalator Clause in New Brewery Contract

The former cost-of-living escalator clause was dropped from the agreement signed last month between the International Union of Brewery and Soft Drink Workers and Brewers Warehousing Limited to end a seven-week strike in the Ontario brewing industry. The contract expires December 31, 1961.

A compromise was reached on a union demand that the beer distributing company discontinue the practice of employing outside trucking firms to make deliveries during busy periods. The company agreed, where possible, to hire unmanned trucks and call on idled members of the bargaining unit to drive them.

Other terms of the settlement include an immediate 6-cent hourly wage increase, a further 10 cents effective October 1, 1959, and another 12 cents October 1, 1960.

Employees who have worked at least 25 weeks in the preceding year will receive an additional one week of vacation during the winter months, after completing three years service, to help stabilize employment during the winter layoff period.

A \$5,000 life insurance policy, company paid, will be given to all company employees, in place of the \$3,000 previously in effect at most companies.

Ford-UAW Agreement May Set Industry Pattern

The Ford Motor Company and the United Automobile Workers in Detroit on September 17 reached agreement on a three-year contract, after 98,000 employees had been on strike for six hours. It was the first agreement in this year's negotiations in the United States automobile industry.

The agreement provides for improved supplementary unemployment benefits, higher pensions, severance pay for workers permanently laid off, some improvements in other fringe benefits, and an increase of 8 cents in the base hourly rate of certain skilled trades employees.

The Ford settlement was expected to be followed by similar agreements with General Motors and Chrysler Corporation, and was also expected to give a lead for settlements in the automobile industry in Canada, where agreements with all three of the large manufacturers have expired and negotiations had been marking time waiting for the situation in the United States to become clearer.

The annual improvement factor remains at 2½ per cent a year, or 6 cents an hour, whichever is greater; the cost-of-living formula remains as before.

Improvements in the supplementary unemployment benefit plan include the following:

—Benefits will continue to be paid to keep take-home pay at 65 per cent of regular earnings after the fourth week of layoff, instead of being reduced to 60 per cent after the fourth week as has been the rule.

—Benefit will be paid to keep take-home pay at 65 per cent of regular earnings in a short work week in which an employee's earnings are too high to allow him to qualify for state unemployment compensation.

Lump sum payments to employees permanently laid off will range from 40 hours pay for a person with two years service to 1,200 hours pay for a person with 30 years or more of service.

Modest increases in retirement benefits are provided. For the purpose of computing years of credited service, 1,700 hours will be taken as constituting a year, instead of 1,800 hours as previously.

For the first time in the union's history, members of the United Automobile Workers at the "Big Three" plants in the United States had been working without a contract since the end of May, when the previous contracts expired.

U.S. Unemployment Drops To Year's Lowest Level

Unemployment in the United States declined in August to its lowest point since January, while employment stood at its highest figure for the year after rising for six consecutive months, according to estimates issued jointly by the U.S. Departments of Commerce and Labor.

Unemployment at mid-August was estimated at 4,699,000, which was 600,000 less than in July but more than 2,000,000 above the total of August 1957. The seasonally adjusted rate of unemployment, however, reached the postwar peak of 7.6 per cent of the labour force attained during the coal strike in October 1949. This adjusted rate has remained fairly constant since spring.

Employment at mid-August was 65,367,000—200,000 higher than in July but still 1,000,000 below the July 1957 figure.

The number of persons drawing unemployment insurance dropped by 86,900 to 1,953,900 in the week ended September 13, the Department of Labor has reported. This was the smallest number since last December.

Unemployment in Britain, after declining between mid-June and mid-July, rose to 446,000 by mid-August. This figure represents 2 per cent of the labour force, compared with an unemployment figure representing 1.2 per cent in August 1957.

At mid-July the unemployed numbered 412,000; at mid-June, 429,000.

AFL-CIO Orders Affiliates To End Teamster Pacts

Affiliates of the AFL-CIO have been warned to end any mutual aid pacts with the International Brotherhood of Teamsters, in a resolution adopted at the quarterly meeting of the AFL-CIO Executive Council. Expulsion is presumably the price of refusal.

The Council's order does not apply to co-operation with the Teamsters at the local level. Unionists will not be forbidden to observe Teamster picket lines or give other co-operation "within the framework of traditional union assistance".

The constitution of the AFL-CIO states that one of the guiding principles of the organization is "to protect the labour movement from any and all corrupt influences" and from undermining efforts of all who are opposed to basic principles of democracy as a way of life, both inside and outside of the trade union movement.

The constitution also expressly directs affiliates of the federation not to recognize any organization that has been suspended from or expelled from the Federation for violation of the constitution.

There are in existence alliances or agreements between nine AFL-CIO affiliates and the Teamsters. Proposals for agreements between the Teamsters and several other AFL-CIO affiliates are in various stages of negotiation.

Only this summer the International Longshoremen's Association and the National Maritime Union joined the Teamsters in a "conference on Transportation Unity" (L.G., Aug., p. 844). Joseph Curran, NMU President, cast the lone dissenting vote on the AFL-CIO Council's resolution.

Council's Statement

The Councils statement says: "This Executive Council declares it to be the policy of the AFL-CIO that any alliance or agreement formal or informal between an affiliate of the AFL-CIO and the International Brotherhood of Teamsters be cancelled; further, that this above stated principle applies to any proposals for new alliances or agreements between the corrupt leadership of the International Brotherhood of Teamsters and any AFL-CIO affiliate."

A special convention of the International Brotherhood of Teamsters has been called for next February by President James R. Hoffa, despite objections by union monitors who say they will seek a court order to block it.

Mr. Hoffa says the convention is for the purpose of getting himself re-elected and thereby rid the union of the monitors' supervision under terms of a court order.

Steelworkers Convention Votes to Expel "Rebels"

The ninth constitutional biennial convention of the United Steelworkers, held in Atlantic City in September, crushed a rebel faction led by a man who polled more than half the number of votes obtained by President David McDonald in an election in February 1957.

The convention took steps to bring to trial and expel the "traitors," chief of whom was Donald C. Rarick, President McDonald's opponent in the 1957 election. Only two of the 3,500 delegates voted against the purge.

The convention served notice that the Steelworkers would insist on "substantial" improvements in wages, hours, and other main contract provisions in its negotiations with the steel industry next year.

President McDonald and other leaders warned the delegates that the winning of their demands might involve a long strike. Spokesmen said that the union was determined to obtain a reduction in the present basic eight-hour day and 40-hour week.

The convention unanimously approved an investigation into the practicability of establishing through collective bargaining a complete health plan for union members and their families. The industry would be asked to pay the entire cost of the scheme, estimated at \$100,000,000.

The union pledged full support to 7,500 of its members then engaged in a strike against the Steel Co. of Canada in Hamilton.

Hon. Michael Starr, Minister of Labour for Canada, was one of the speakers at the convention. The Minister outlined the steps the Government had taken to deal with unemployment in general and winter unemployment in particular, and the measures it had taken to mitigate the hardships of unemployment on those affected by it.

Harmful Effects

He pointed out the harmful effects of strikes on employment. A strike in a big, basic industry, he said, tended to give rise to a "whole series of layoffs...in smaller, subsidiary industries, so that you end up with a chain reaction in unemployment".

"The right to strike is not one which can be lightly interfered with," the Minister said. "However, the danger is that recurrent crises in the field of essential public operations will continue to build pressure for more and more government intervention," he warned.

He urged Management and Labour to show more flexibility, more tolerance and more regard for mutual interest, rather than the things which divide them so that they might be able to avoid or minimize this danger.

IUE to Redouble Efforts To "Demolish" Rival UE

A resolution calling for redoubled efforts to "demolish" the United Electrical, Radio and Machine Workers of America was unanimously adopted by the eighth convention of the International Union of Electrical, Radio and Machine Workers in Philadelphia last month.

The resolution also called for an all-out organizing effort in Canada, the South, the Midwest, the West Coast, and Puerto Rico.

The IUE, now the biggest union in the industry, was chartered by the CIO in 1949, after the United Electrical Workers had been expelled from the Congress. The

membership of UE has dropped from 450,000 in 1949 to about 50,000. The IUE now claims 365,000 members. In Canada, UE has 24,000 members; the IUE, 16,000.

A constitutional change on strike procedure was adopted by the convention. If endorsed by the membership, the constitution will be changed to let conference boards determine what majority will be required to authorize a walkout. At present, strikes cannot be called unless approved by a vote of delegates representing two-thirds of the members employed by a company.

James B. Carey was re-elected President and Al Hartnett, Secretary-Treasurer; both have held those positions since the union's founding. Mr. Carey's salary was raised \$3,000 to \$25,500 a year and Mr. Hartnett's \$4,000 to \$22,500.

New Bakery Union Adopts Constitution

Provisions of a constitution were approved by 300 delegates attending the first constitutional convention of American Bakery and Confectionery Workers International Union (AFL-CIO) in Atlantic City last month.

The new union represents 177,000 workers, more than half of the membership of the old Bakery and Confectionery Workers' International Union that was expelled from the AFL-CIO after its top officers, headed by James Cross, had defined a mandate to clean up the union.

The constitution of the new union is designed to prevent abuses recently disclosed in some U.S. unions, and provides that the 18-member general executive board, governing body between conventions, must always have a majority divorced from any financial connection with the international. Conventions will be held every four years.

The union will have a paid president, secretary-treasurer and five regional vice presidents. In addition, each of the union's five regions will elect two general executive board members, who will receive no salary from the international.

Printers Will Demand 30-Hour Work Week

At its centennial convention in San Francisco, the International Typographical Union called for a 30-hour work week for printers. Locals will be instructed to seek the shorter hours at bargaining tables.

Newspaper Guild Sets Goal of 50,000 Members

The American Newspaper Guild, whose membership now stands at 30,500, at its annual convention in San Jose, Cal., set itself a goal of 50,000 members and adopted a program designed to assure adequate defence funds.

The convention also:

- Approved an increase from 25 to 30 cents, effective next January 1, in the defence fund portion of the monthly per capita payment to the international.

- Ordered all locals to earmark 5 per cent of dues revenues, beginning next year, for local defence funds.

- Applied minimum dues standards to all locals.

- Endorsed the AFL-CIO Ethical Practices Code and adopted constitutional revisions to meet the letter of the code.

- Pledged an all-out assault on "right-to-work" legislation and voted \$10,000 to support the drive.

- Expressed support of recent U.S. legislation that rejects the claim by federal departments "of blanket authority to restrict the public's right of access to public records and documents".

UMW Condemns Sale Of Ships to Cubans

A resolution condemning the sale of Canadian National Steamships vessels to a Cuban firm "to break a strike by Canadian seamen" was strongly endorsed by delegates to the 27th convention of District 26, United Mine Workers of America, held in Truro, N.S., in September.

A resolution urging the convention to "take the necessary steps to become affiliated with the Canadian Labour Congress" was referred back to the resolutions committee, which earlier had recommended rejection of the motion.

The federal Government was asked in another resolution to nominate an employee representative to the Dominion Coal Board.

In other resolutions the UMW group sought to establish \$14 a day as basic pay, to replace the \$11.54 now prevailing; get a 40-hour work week in the coal industry; obtain a three-way pension plan; have removed the over-40 employment ban; get payment for eight statutory holidays instead of four, and longer vacations-with-pay periods.

In an address to the delegates, Rev. Andrew Hogan of St. Francis Xavier University urged establishment of a vocational training school in the Cape Breton area,

and warned in his remarks that Labour should be on guard against increasing propaganda to the effect that Labour is to blame for the current recession.

AFL-CIO Signs Agreement With Organizers' Union

The AFL-CIO has reached an agreement with the union of its organizers, the Field Representatives Federation.

The agreement provides for pay raises from \$130 to \$140 per week, retroactive to July 7; a union shop, severance pay of one week's salary for each year of service, and other improvements. However, nothing is provided for 100 organizers who were discharged last January (L.G., Feb., p. 165), except a nominal agreement to review discharges on the request of workers.

Another provision of the agreement is that the final step in settling any disputes over interpreting the contract will be a binding decision by two members of the AFL-CIO Executive Council appointed by President George Meany.

John Collins was elected President of the union; Leon De Broux, Vice President; and Robert Graham, Secretary-Treasurer.

Gross National Product Shows Moderate Gain

The value of Canada's total output of goods and services, after seasonal adjustment, showed a moderate gain between the first and second quarters of 1958, following the weakness that had developed earlier, according to the Dominion Bureau of Statistics.

In value terms, production of goods and services in the non-farm sector rose by about 1 per cent. It is estimated that the greater part of this value increase reflects a further rise in final product prices, so that the volume of output showed little change.

During the first six months of 1958 wages and salaries amounted to \$16.1 billion compared with \$15.7 billion in the same period in 1957, an increase of 2.7 per cent. Corporation profits before taxes in the same period totalled \$2.3 billion, a decrease of 14.8 per cent from the total of \$2.7 billion during the same six-month period of 1957.

The number of unemployed in Britain rose 30,000 between August 11 and September 15 to 476,000, the highest since May 1952. The figure represented 2.2 per cent of the working population; a year earlier, 1.2 per cent were unemployed.

CBRE Changes Name On 50th Anniversary

Criticism of the federal Government's "hold-the-line" policy on wages, a three-point expansion program, an increase in union dues for its members and affiliation of the CCF Party and the Canadian Labour Congress were major subjects dealt with at the 50th anniversary convention of the Canadian Brotherhood of Railway Employees and Other Transport Workers, held in Vancouver in September.

A change in the name of the union to the Canadian Brotherhood of Railway, Transport and General Workers was approved by the more than 400 delegates.

CBRE President William J. Smith said that the country's present labour troubles are largely due to the wage policies urged by the Government. He noted that the Government asserts that it takes the same tough line with business that it takes with Labour, but he disputed that claim.

"Meaningless Claim"

This is a meaningless claim, he contended, since the Government does have at its disposal a means of obstructing Labour—the conciliation process—while in the vast majority of industries it has nothing whatever to say about prices.

"What sounds fair and equal in theory," said Mr. Smith, "is in practice a completely one-sided affair."

Mr. Smith felt that the only discernible effect of the policy "has been a worsening of labour-management relations to the point where there is now more serious labour trouble than at any time since the war."

The delegates approved a three-point program of expansion providing for:

- Aggressive organizing in the road transport field previously dominated by the Teamsters' union;

- Creation of a "home" for thousands of members of national and local unions of general workers;

- A campaign to enrol unorganized groups of general workers.

The convention voted to increase dues to \$3 per month from the present \$2, primarily to finance the planned expansion of the organization beyond the transport field.

A. R. Mosher, first President of the CBRE and now an Honorary President of the CLC, called on all trade unionists to support the CCF-CLC political alignment. He believed it was time that Labour took a hand in politics, since in the past it has been a case of Labour going to the polls to "vote for representatives of Management to go to Parliament to make the

rules under which labour-management negotiations are carried on".

Considering unemployment in the country, the convention expressed fear over the effects of automation on industry, and urged the federal Government to fight it on all fronts.

Addressing the convention, CLC President Claude Jodoin stated that the union movement will fight for its rights come what may. He noted that while Canadian Labour was ready to co-operate internationally, "we do not need any outsiders to tell organized labour what it has to do".

Donald MacDonald, CLC Secretary-Treasurer, told the convention that anti-labour forces are at work in Canada and that there was no room for complacency in this regard.

Labour Minister Starr cautioned Labour and Management to hold down industrial disputes, so as not to add to Canada's unemployment. "When we are on the high road to economic recovery it is no time for reckless driving by either side," he said.

Mr. Starr told the delegates he believes "we have worked our way out of the worst of the slump and are on our way back".

He thought unemployment in Canada this winter might be as bad as last but, he assured the convention, "every measure will be taken to deal with the situation as it develops".

William J. Smith was unanimously re-elected President. Elroy Robson was re-elected Vice President over contenders Alex Porter of Toronto and Bob Smeal of Victoria, B.C. Don Secord was unanimously re-elected Secretary-Treasurer.

Canadian AGMA Members Join with Actors Equity

Canadian members of American Guild of Musical Artists, an affiliate of Associated Actors and Artists of America (AFL-CIO-CLC), have merged with Actors Equity Association (AFL-CIO) following a year of negotiations.

The merger brings Equity strength in Canada to 800 members. Affected are the National Ballet and the Opera Festival Association of Toronto.

The merger means one less union card for performers to carry and one less set of dues and initiation fees to pay.

During July, 1,611 accident claims were received from persons in the employ of the federal Government, compared with 1,427 for July 1957, the Government Employees Compensation Branch has announced.

Urges Government Body To Deal with Automation

A national plan and a special government commission to deal with automation was recommended last month by a Montreal lawyer, Philip Cutler, in an address to the 40th annual meeting of the Canadian Bar Association.

Automation will soon be revolutionizing the Canadian way of life, he said.

"Only a comprehensive plan worked out by representatives of management and labour, sitting with government and public bodies, can make automation work for society," he suggested.

While automation brings with it the possibility of strife, hardship and uncertainty, dislocation, over-abundance and want, it also "has all the ingredients for a life of plenty, increased production, increased services and greater leisure," he said.

May Commodity Imports 12.5 Per Cent Below Peak

Canada's commodity imports in May were valued at \$485,100,000, a decline of 12.5 per cent from the all-time high for any month, \$554,100,000, recorded in May last year, the Dominion Bureau of Statistics reported last month.

Total for the January-May period was \$2,123,700,000, down 13.6 per cent from last year's five-month peak of \$2,450,600,000.

Among major commodities there were lower values in May and the five months for industrial machinery, pipes, tubes and fittings, rolling-mill products, cotton and wool products, rubber products and coal, but increased values for fruits and aircraft and parts.

Values were lower in the month but higher in the cumulative period for vegetables, sugar and products, and paper.

Immigration in 1st Half Down Sharply from 1957

Immigration to Canada showed a marked decline for the first six months of this year: 67,744 new arrivals compared with 182,416 for the same period in 1957.

However, during the second quarter of 1958, a total of 46,501 immigrants entered Canada, an increase of 25,258 over the total during the year's first three months, according to the Department of Citizenship and Immigration.

There was a sharp year-to-year drop in the number of immigrants from most countries. Immigrants from the United States increased in the six-month period to 4,700 from 4,532.

Of the 67,744 immigrants who arrived in the first six months this year, 35,742 were destined to the labour force; the occupational group of 10,806 of the newcomers was "manufacturing, mechanical and construction"; of 5,952, service; of 5,011, labourer; of 4,107, clerical; of 3,544, professional; of 3,076, agricultural; and of 1,289 commercial.

Gain Dental Insurance In Collective Bargaining

Non-profit dental insurance for its members has been obtained through collective bargaining with Helena Rubinstein Inc., by a New York local of the Oil, Chemical and Atomic Workers International Union.

Coverage will become effective November 1 through Group Health Dental Insurance, Inc., first non-profit dental plan in the United States. The plan provides that members may use their own dentist. Benefits are comprehensive and include the most frequently needed dental services.

The local's president said the agreement heralds a trend of collective bargaining for dental benefits to complete the health package.

Items of Labour Interest in House of Commons

August 25—Majority report of federal conciliation board in dispute between Canada's major railways and their non-operating employees has been accepted by unions, Hon. Michael Starr, Minister of Labour reports.

In the dispute between the British Columbia Shipping Federation and the 1,500 members of the International Longshoremen's and Warehousemen's Union, a federal conciliation officer was appointed on March 25; when he was unable to settle the dispute

a board was formed on April 15; its majority report was presented on July 25 and was rejected, Mr. Starr stated. The Government was still trying to effect a settlement.

Official report covering recommendations made to the Government at the National Winter Employment Conference would be available to the Government in a few days so that it could be studied carefully, the Minister of Labour announced.

Second reading, including partial clause-by-clause discussion, given Bill C-55, to be known in short form as the Broadcast Act. Purpose of the Bill is to establish an independent board of broadcast governors to regulate broadcasting in Canada and provide for continuance of the Canadian Broadcasting Corporation.

August 26—*Clause-by-clause* discussion of Bill C-55 completed. The Bill was given third reading and passed.

August 28—*Lower-cost homes* will be available through new plans prepared by Central Mortgage and Housing Corporation, the Minister of Public Works announces. The homes, if built in remote, sparsely populated areas, will cost about \$5,000; if built in small centres, about \$8,000.

Final approval given Bill C-56, to authorize construction of a bridge across Lubec Channel between the State of Maine and the province of New Brunswick.

August 29—*Time required* to review suggestions for amendments of the Industrial Relations and Disputes Investigation Act will be a governing factor in deciding when amending legislation will be introduced in the House, the Minister of Labour asserts. He noted that three national organizations had not yet submitted recommendations for amendments: Canadian Labour Congress, Railway Association and Canadian Construction Association.

Proposed Bill of Rights would be given first reading during the current session of Parliament and would then be carried over to the next session before final action was taken on it, the Prime Minister suggested. All parties agreed to this procedure.

September 1—*Labour Day* marked by tributes to Labour from House leaders of all parties.

Saskatchewan River Dam Project agreement, following lengthy discussion, given unanimous all-party approval. The agreement was signed July 25, the Prime Minister advised, in introducing the resolution and requesting its approval.

September 2—*Unemployment insurance benefits* are not available to persons concerned with a work stoppage arising out of a labour dispute, the Minister of Labour asserts. "...Whether a stoppage of work arising from a labour dispute is legal or illegal has no bearing on the payment of unemployment insurance. No consideration whatsoever is given to the merits or demerits of the matter in dispute..."

Second reading given Bill C-51, designed to prevent "dumping" by providing authority to value imported goods at a price that includes a reasonable profit.

September 3—*No federal funds* were paid to the province of Quebec on behalf of unemployable persons last year, since the province has not yet signed an agreement with the federal Government under the Unemployment Assistance Act.

Government housing loans to small builders, in certain cases, to be increased from 25 to 50 as a means of combatting unemployment this winter, Minister of Public Works announces. A builder must have used his first 25 loans, however, before obtaining further loans. If a builder has used 10 of his original 25 loans, he may obtain only 25 loans—not 40. But if a builder has used his first 25, he is now eligible for 25 more. The Minister hoped the plan would allow for 160,000 housing starts in 1958.

September 4—*Expenditures for advertising* to encourage winter employment will be on a per capita proportion of population in each region of the country, the Minister of Labour tells Commons.

Summary in French of the proceedings at the National Winter Employment Conference, held in Ottawa July 14 and 15, will be made available, the Minister of Labour says.

Mediation in dispute between the West Coast Steamships and the Seafarers' International Union and two other unions involved is being carried out by Eric Taylor, Labour Minister Starr reports. Matters in dispute have been reduced to four. In the matter of the longshoremen's strike, pensions were the chief issue, the Minister asserted, and he hoped that discussions on it would soon be resumed.

September 5—*Bill of Rights* to assure Canadians recognition and protection of human rights and fundamental freedoms, introduced in the House by Prime Minister, given first reading and, with approval of all parties, placed on the Order Paper for consideration at the next session.

Bill No. C-51, designed to eliminate dumping of foreign goods in Canada, given second reading after lengthy debate. During the debate the Prime Minister drew attention to favourable comments on the Bill made by leading officials of the textile unions and the United Automobile Workers. Bill given third reading and passed.

September 6—*First session* of 24th Parliament brought to close.

Technological Change in the Household Appliance Industry

Continued trend towards mechanization, greater volume of production from individual plants seem probable, states newly published third report produced by research program on training of skilled manpower

A continued trend towards mechanization in the household appliance industry and a greater volume of production from individual plants in the industry seem probable, it is stated in a report on technological changes and skilled manpower in that industry just published by the Department of Labour.

The report*, the third in the series being produced under the Department's Research Program on the Training of Skilled Manpower, was prepared by the Economics and Research Branch. The first two reports were: No. 1, *Progress Report* (summarized in the LABOUR GAZETTE, Aug. 1957, p. 940) and No. 2, *Technological Changes and Skilled Manpower: Electrical and Electronics Industry, Heavy Machinery Industry* (L.G., Nov. 1957, p. 1281).

The latest report is based on field work by Prof. William Bruce of McGill University and Prof. Jacques St. Laurent of Laval University.

The many different kinds of technological change proceed at different rates in different plants, largely because of the differing economic positions of the firms concerned, the report points out. The most important changes tend to be introduced by firms with a large volume of sales and access to large reserves of capital.

The other main conclusions of the study are:

—In recent years, while the physical volume of production has been increasing, the number of production workers employed by the plants included in the present survey has been decreasing. Output per employee has been increasing as a result of technological changes.

—Few employees have been laid off as a direct result of technological changes. However, when layoffs occur during periods of business recession, it seems possible that they may be due in part to earlier technological changes, rather than due entirely to market conditions.

—Employers in most cases have planned the introduction of technological changes in such a way as to minimize the displacement of employees. It is desirable to continue this policy, and to provide for the retraining of displaced employees when this is required to fit them for other jobs.

—The proportion of manpower employed in direct production tends to be reduced by technological change, relatively to the proportion employed in such functions as engineering, quality control, maintenance, and tool-making. These latter functions require a much higher percentage of skilled and highly skilled manpower than direct production. The relative demand for skilled and highly skilled manpower is therefore increasing.

—In such functions as maintenance, the level of skill required is rising, chiefly because of the need for more theoretical knowledge of such subjects as electronics, hydraulics, or metallurgy.

—The volume of engineering work done in Canadian plants is increasing, in spite of the widespread use of imported designs.

—The mechanization of office work has been proceeding perhaps still more rapidly than that of production. However, this has been accompanied by a rapid increase in the volume of office work, and in the variety of data required by management, and the rapidity with which it is processed. Total office employment has been increasing in the plants surveyed, unlike production employment.

—In several fields, including engineering, maintenance, quality control, office work, and others, there is an increasing demand for workers trained to higher levels than in the past. There is especially a demand for more intensive training in such abstract fields as mathematics, physics, chemistry, metallurgy, electronics, or hydraulics. This fact is important in the planning of future vocational training.

The household appliance industry was chosen for study, the report says, first because it is a highly mechanized mass-production industry in which technological improvements are likely to occur frequently,

**Technological Changes and Skilled Manpower: Summary Report on the Household Appliance Industry.*

and secondly because the volume of production is "reasonably measurable" because it consists of a few products produced in large numbers. Nine leading plants in the industry in Ontario and Quebec were visited (more than 90 per cent of the industry is situated in these two provinces).

Changes in Production and Employment

Statistics for six of the nine plants included in the survey show that during the years 1949 to 1957, while there was on the whole a substantial upward trend in production, the number of workers employed decreased slightly. The number of supervisory and office employees, however, rose during this period from 22 per cent of total employment in 1949-51 to 32 per cent in 1955-57, though this increase was not quite enough to counterbalance the drop in the number of production workers.

Types of Technological Change and Effects

The report mentions four main types of technological change: the introduction of new products or more complicated products, changes in production processes, changes in materials, and changes in organization within the plant.

Changes in production methods usually require the investment of capital. The rapidity of these changes varies from one plant to another, depending on the firm's ability to finance the changes, as well as other economic factors.

Changes in the kind of materials used, such as the use of plastics instead of metals, may lead to a saving of labour in production. The introduction of improved machines may have the same result. Such machines usually require fewer operators for a given volume of output. The operators may not require more skill than those of the old machines, but they may have more responsibility.

Since the more highly automatic machines are likely to turn out a more uniform product the work of inspection may be reduced. However, the inspectors who remain may need to have more skill.

Displacement of Manpower

The survey uncovered a considerable number of examples of the displacement of workers by technological change in the nine plants visited. The total effect of such changes on employment during the nine-year period covered is shown in one of the tables in the report.

"It is impossible," the report notes, "when employment decreases substantially, as it did, for example, between 1953 and 1954,

to estimate how much of the decrease is due to technological changes and how much to a decline in sales... Moreover, the difficulty of distinguishing technological unemployment from cyclical unemployment may be increased by a lag in the manpower effects of technological change."

It is also pointed out that technological changes in a plant in one industry may have effects on employment, either favourable or unfavourable, in other industries or in other plants in the same industry.

As to the effects on the workers directly displaced by technological changes, the report says: "However, a gradual reduction in the number of jobs available in a plant, due to technological progress, does not necessarily result in heavy layoffs. The normal turnover of employees may be great enough to enable this reduction to be made merely by not hiring replacements for those who leave, without any actual layoffs of employees. This means, of course, that some people who would under former conditions have obtained jobs in this particular plant are now no longer able to do so. The impact of displacement is thus passed on from the actual employees of the plant to this anonymous group outside, which may consist of young people entering the labour force, of those currently unemployed from other causes, or of older people or others who are marginal members of the labour force.

"These people who are indirectly affected by displacement will not feel the impact at all, if the economy is growing and employment in general is expanding rapidly. At such a time, the impact of displacement may be dissipated without perceptibly affecting anybody. In actual fact, during the last decade, the rapid growth of the Canadian economy has both encouraged technological change and made its effects easier to absorb."

Demand for Different Types of Manpower

"One broad result of technological changes appears to be a decrease in the demand for manpower for direct production processes—machine operators, for example—relatively to the demand for indirect plant labour, i.e., workers in maintenance, the toolroom, engineering. Such a trend is likely to mean a relative increase in the demand for skilled workers..."

One of the tables in the report shows that while only 2 per cent of production workers in eight plants surveyed were classed as highly skilled and 11 per cent as skilled, 19 per cent of maintenance workers were highly skilled and 48 per cent

skilled, and among toolroom workers 40 per cent were highly skilled and 50 per cent skilled.

Regarding the effect of technological changes on the degree of skill required of production workers the report says:

Do technological changes result in changes in the type of worker required on the production line? Do the new, more complex machines require more highly skilled operators? In this respect the effects are varied. Examples can be found in which the new process requires a higher level of skill than the old. On the other hand, it is stated by some managers that the average level of skill required of production workers is decreasing as processes become more automatic.

It appears dangerous to generalize on this point. However, whether or not a higher level of skill is required, the demands on the worker may increase in other ways. The newer processes of production have a higher output per hour, and the rhythm is usually less flexible. Each worker supervises an increased quantity of equipment. The cost of a single mistake is therefore likely to be greatly increased. The worker may therefore be required to show greater alertness and a greater sense of responsibility.

With regard to the effect of progress on the demand for professional engineers, although the report mentions certain conflicting tendencies, it states:

In comparison with some other industries, relatively few graduate engineers are employed in the household appliance industry... However, as a result of technological advances and of some of the other trends which have been mentioned, it seems probable that requirements for engineering personnel will increase in the industry more rapidly than the total number of employees. This

means an increasing demand, not only for engineers, but also for highly skilled engineering assistants, for draftsmen, and for various other types of highly trained manpower, such as model makers or process planners.

The report adds that the level of skill required of maintenance workers is rising because of the increasing complexity of equipment. In addition to electricians there is now a demand for electronic technicians. In addition to plumbers and steamfitters, men are required who understand hydraulic and pneumatic systems. Maintenance welders must be able to deal with a greater variety of metals and with new techniques.

It seems likely, according to the report, that changes in the industry are bringing about an increase in the proportion of total plant labour employed in toolrooms, of which, as already mentioned, about 90 per cent was found to be skilled or highly skilled.

"There appears to be a gradual tendency towards the employment of somewhat fewer but somewhat more skilled inspectors, for a given level of output," the survey found.

The introduction of electrically-controlled calculating and other machinery into plant offices has resulted in only small reductions, and sometimes no reduction, in office staff, the report states. However, "without the machines... there would probably have been a much greater increase in employment for office workers, but the work would have been done less efficiently."

1958 Research Grants Announced

Four universities receive grants under Labour Department-University Research Program for studies in labour-management relations field by faculty members or graduates, bringing to 33 number of grants made

Research grants to four Canadian universities have been authorized under the Labour Department-University Research Program. Such grants, for research in the field of labour-management relations, are made by the Department of Labour each spring under the joint research program with the country's universities.

The four universities that received grants this year were: McGill University, University of Ottawa, University of British Columbia, and University of Alberta.

The projects approved under the program, which were proposed by members of the staff or graduate students of the four universities, and the persons who will undertake them, are:

1. A study of the effect of technological change on union-management relations (with reference to the dieselization of the Canadian railways), by T. D. Williams, graduate student, McGill University.
2. A study on labour-management relations in metal mining industries of the Noranda area, by Prof. Jean Mehling of the Faculty of Social, Economic and Political Sciences, University of Ottawa.
3. A study of arbitration in the settlement of disputes between teachers' organizations and school boards in British Columbia, by R. K. Davies, graduate student at the University of British Columbia.

4. A study of labour arbitration in British Columbia, by J. S. Dietrich, law student at the University of British Columbia.

An additional grant has also been approved for the completion of a study undertaken last summer on the experience with the supervised strike vote in Alberta and British Columbia, by Prof. F. R. Anton of the Economics Department, University of Alberta.

The five grants authorized this year bring to 33 the number of studies that have been supported under the program. To date, 17 studies have been completed and forwarded to the joint Labour Department-University Research Committee, on whose recommendations the grants are paid.

The studies for which grants were authorized in 1956 were listed in the July 1956 LABOUR GAZETTE, page 834. The studies for which grants were authorized in 1957 were:

"The Juridical Extension of Collective Agreements in the Quebec Building Industry," by the Rev. Gerard Hebert, S.J., McGill University.

"Labour Relations in the Canadian Basic Steel Industry," by A. M. Kruger, University of Toronto.

"The Supervised Strike Vote in Alberta and British Columbia," by Prof. F. R. Anton, University of Alberta.

Studies for which grants were authorized during the period 1951 to 1953 inclusive

and for the years 1954 and 1955 were respectively listed in the April 1954 (page 540) and in the July 1956 (page 834) LABOUR GAZETTE.

Several studies supported by the program have been published as books:

R. C. Pratt and S. J. Frankel, *Municipal Labour Relations in Canada*, Industrial Relations Centre, McGill University, 1954, 87 pp.

H. A. Logan, *State Intervention and Assistance in Collective Bargaining*, University of Toronto Press, 1956, 176 pp.

A. W. R. Carrothers, *The Labour Injunction in British Columbia*, CCH (Canadian) Limited, 1956, 176 pp.

C. H. Curtis, *Labour Arbitration Procedures*, Department of Industrial Relations, Queen's University, 1957, 90 pp.

M. Bouchard, *Théorie du salaire et conventions collectives*, Faculté des sciences sociales, économiques et politiques, Université de Montréal, 1957, 329 pp.

Summaries of the first four books have been published in the LABOUR GAZETTE; 1954, p. 1274; 1956, p. 1239 and p. 1502; 1957, p. 540. A summary of the fifth book will appear in a later issue.

Also, a volume edited by Prof. H. D. Woods of McGill, composed of five of the studies dealing with the settlement of industrial disputes in various industries, is now in the process of publication.

The demand for construction workers appeared to be increasing in most areas of Canada at the beginning of last month, according to the monthly employment summaries prepared by the regional offices of the National Employment Service.

There were shortages of skilled construction workers in the Quebec, Ontario and Prairie regions and a shortage appeared to be developing in the Atlantic region. In the Pacific region, however, large surpluses of such workers were available.

In Quebec these shortages, as before, were being overcome by the transfer of workers from surplus areas.

In the Maritimes, work on highways was employing a large number of construction workers but the use of heavy machinery was reported to be cutting into the need for manpower.

The Pacific region reported that all employment offices there had a labour surplus, with a broad range of skills and occupations, and that any demand could be met without difficulty.

Employment in manufacturing was generally good, except in the Atlantic and Pacific regions.

In Nova Scotia's steel manufacturing and transportation equipment manufacturing employment had dropped, and in Vancouver machine shops and engineering establishments were operating below usual capacity. Sheet metal shops in British Columbia were still affected by labour disputes in the construction industry and, as a result, a large number of experienced tradesmen remained unemployed.

Domestics, waitresses, cooks, nurses and qualified stenographers were in short supply across the country. Laundry and dry cleaning employees were needed in all regions except the Atlantic, and experienced bookkeepers were needed in the Halifax area.

Most regions indicated an unfavourable job situation for youths. The Quebec region reported a 50-per-cent drop in job vacancies for youths, and in Ontario, unemployment was thought to have encouraged many young persons to return to school.

McGill University's 10th Annual Industrial Relations Conference

On general theme, "Labour Relations—Retrospect and Prospect," five speakers discuss major issues in union-management relations, legal problems of arbitration, and labour relations in the past and future

"Labour Relations Trends—Retrospect and Prospect" formed the theme of the 10th industrial relations conference at McGill University September 11 and 12. The conference, which marked the tenth anniversary of the founding of the University's Industrial Relations Centre, was attended by some 215 delegates representing business concerns, labour organizations, employers' organizations, other universities, and federal, provincial and municipal governments.

The conference was addressed by six speakers. They, and the titles of their addresses, were: Prof. H. D. Woods, Director of the Industrial Relations Centre, "Major Issues in Union-Management Relations" (paper prepared in collaboration with Adam Bromke, Department of Economics and Political Science, McGill); Bora Laskin, Professor of Law at the University of Toronto, "Some Legal Problems of Arbitration"; William J. Smith, National President, Canadian Brotherhood of Railway Employees and Other Transport Workers, "Retrospect and Prospect in Labour Relations"; and Edward Benson, Industrial Relations Manager, Consolidated Mining and Smelting Company, "Business and Labour Relations, Past and Future".

Frederick Harbison, Director of the Industrial Relations Section and Professor of Economics, Princeton University, was the speaker at the conference dinner. He spoke on "Industrial Relations in the United States—Past and Future".

Robert Cox, Chief of the Special Research and Reports Division of the International Labour Office, who acted as chairman at the panel discussion that closed the conference, spoke briefly on "Some International Aspects of Labour Relations".

The panel consisted of the principal speakers at the conference, with the exception of Prof. Harbison, who was unable to remain for the discussion. William Smith also left early without taking part.

Prof. H.D. Woods

State intervention, with its provision for certification of bargaining units and its compulsion on the parties to bargain in

good faith with the object of reaching agreement in a written contract, may have introduced elements of rigidity that create new problems in labour relations, said Prof. H. D. Woods, Director of the Industrial Relations Centre, in the opening address of the conference. He was presenting a paper prepared in conjunction with Adam Bromke, research assistant in the Centre.

He mentioned the following "elements of rigidity":

—The establishment of a bargaining unit is accompanied by a series of vested interests in the *status quo*; but changes in the economy may call for alteration of the unit.

—Minority rights may be injured by the establishment of a monopoly right to bargain collectively.

—The elimination by law of the organizational strike may play into the hands of an anti-union employer, and delay or prevent collective bargaining from taking place.

—The legal compulsion to arrive at a written contract has diverted attention from more flexible methods of adjustment and "encouraged excessive legalism in labour relations. It appears to have discouraged initiative in working out experiments in joint machinery and tended to pour all collective bargaining into a common mould."

Prof. Woods said that "the contract concept of the agreement has had a great deal to do with the introduction of the annual crisis and had probably encouraged the parties to adopt a military as well as a militant attitude towards industrial relations."

Most labour relations acts, the speaker said, provide for compulsory intervention in the settlement of disputes that arise during the life of an agreement; but this has not been entirely successful in preventing strikes and lockouts during that period. A quarter of the strikes that occurred in Canada during 1956 had taken place during the life of an agreement, in spite of legal prohibitions and "no-strike or lockout" clauses. Although these strikes accounted for only 4 per cent of the workers involved in strikes during the year and 5 per cent of the time lost, they did show a considerable degree of failure.

Although during a 40-year period strike activity had been high in times of inflation, there is no evidence that in the long run strikes are becoming more numerous or more severe, the speaker said. "On the whole," he added, "strikes as a factor in labour relations are declining."

The new feature of the Industrial Relations and Disputes Investigation Act of 1948, compared with the 1907 Act, was the adoption of positive measures to ensure that employees were able to organize to bargain collectively with their employer. The new Act "carried forward into public peacetime labour policy the measures which were developed in the wartime emergency," the speaker pointed out.

"The major objective of the Labour Relations Boards is to eliminate recognition disputes," he said. "A decade of experience proves that this goal... has to a very large extent been accomplished."

In spite of this, the adoption of the certification procedure has brought problems of its own. Prof. Woods outlined its main shortcomings as follows:

- Certification was merely a formal recognition, which was of little use unless it could be enforced in practice, which did not always happen.

- The fairness of certain criteria used in the process of certification was questioned by both Labour and Management.

- Certification tended to establish rigidities, to encourage reliance on third party machinery, and it had the effect of preventing collective bargaining in cases where the minimum requirements were not met.

The fundamental criterion for certification accepted in Canada as well as in the United States was that to be granted certification a union must have the support of the majority of the workers affected, he explained. This was in contrast to the "pluralistic system of trade unionism prevalent in some countries of Europe" under which more than one union might bargain for employees in the same group.

The "basically monolithic system" in force on this continent offered "virtually no protection for a minority union or a minority group," but it "satisfied our North American taste for bigness," and by favouring strong unions it established "a healthy balance of power" as against large companies.

Despite the general acceptance of the principle of majority representation, the provisions of the various labour acts and the rules of the labour relations boards are often criticized on the ground that they prevent the expression of the true sentiments of the workers, Prof. Woods said.

The criticism that the certification procedure in some provinces does not follow the criterion of majority representation is true to some extent, he went on. As an example he cited Ontario, where in a representation election those not voting "virtually vote against the union".

Since as an average in that province 12 per cent of the workers abstain from voting, it suffices for the opponents of the union to win 44 per cent of the actual vote to prevent the union from being certified. In other words, what is required in Ontario is a minimum majority of 56 per cent.

Conversely, Saskatchewan requires a union to gain 50 per cent of the vote providing the majority of eligible voters participate in the voting, so that it is theoretically possible for a union to win certification with the support of less than 30 per cent of the workers.

Moreover, the purpose of certification can be killed by delay in signing a collective agreement; the "exceedingly lengthy" conciliation process can be used for that purpose, he said. The brief submitted by the Ontario Federation of Labour to the Select Committee on Labour Relations established that the minimum time required to complete the process was more than 11 weeks but that the average time taken was 28 weeks.

The speaker distinguished between recognition *de jure*, recognition *de facto* and *bona fide* recognition. The labour relations board, he said, could bring about the first two but it could not ensure the third.

"Administrative measures... can eliminate a lot of abuses, but still cannot ensure that collective bargaining is conducted in good faith. This is up to the negotiating parties themselves," Prof. Woods asserted.

The fact that certification deals effectively with only one out of the three stages of recognition to a large extent explains the unions' insistence on inclusion of the closed shop or union shop clauses in collective agreements.

The insistence of the unions on union security, however, was not to be explained as due merely to the desire to strengthen recognition. Union security provisions also enormously strengthened the position of the unions in dealing with the employees, and were an effective means of maintaining union discipline. In fact the abuse of such power was a source of increasing concern even among the friends of the union movement.

On this vexed question of union security, Prof. Woods said that "the argument in favour of the compulsory check-off is quite strong within the existing framework of the Canadian labour legislation". It rests on the fact that since certification empowers

the union to bargain for all employees in the unit, it seems natural that all should be required to contribute to the union's finances.

On the other hand, "the argument against compulsory union membership, though of an entirely different nature, is equally strong," he said. "It is basically the same type of argument which has been originally put forward to promote trade unionism. It is inspired by the humanitarian motives of defending the underprivileged and the weaker against the more fortunate and the stronger."

Although majority rule was the essence of democracy, so also was respect for the rights of a minority. Consequently there was little justification for trade unions to compel any individual to become a member. "In doing so," said Prof. Woods, "they destroy the same philosophy which enabled them to secure their present position."

The time is ripe for a fresh appraisal of unions and management and the public interest, he declared. "The most important people to do the appraising are not the university odd-balls but the participants and those directly connected with them."

"Is it totally unrealistic to think of a diversion of some of the vast quantity of defensive thinking now being devoted by Management and Labour in their own interest to a joint pool of intellectual effort directed to joint rather than antagonistic solutions?"

Concluding, Prof. Woods said:

"There is abundant evidence that unionism needs to face up to the implications of its emerging power position, needs to solve internal problems created by its own growth, problems involving its relationship to its own members as centralizing proceeds at the expense of local control, and problems concerning its changing relationship with Management and the public."

"Management would do well to demonstrate more clearly that it believes what it so often publicly professes about collective bargaining."

"Segments of both could do with a code of ethics."

In the question period that followed his address, Prof. Woods said that his general point of view was that it was desirable to do away with conciliation boards as far as possible. He suggested that their use should be restricted to "public interest disputes" such as those involving railways.

Replying to a delegate who questioned the extent or desirability of what Prof.

Woods had described as *bona fide* recognition of unions by employers, he said that he thought such recognition existed rather widely. Some managers had a genuine interest in preserving collective bargaining. Management and union were bound to have conflicting objectives, and he thought that these were enough to preserve a certain degree of conflict, which was in some ways desirable.

Prof. Bora Laskin

A three-man board of arbitration is a waste of manpower and time, asserted Bora Laskin, Professor of Law at the University of Toronto and one of the leading students of constitutional law and labour law in Canada, in the afternoon address on the first day of the conference.

The argument for single arbitrators of a public character was equally applicable to the various labour relations boards, he added. "It is high time that the bipartisan or tripartite composition of these boards be altered in favour of full-time public boards."

At the same time he expressed the opinion that "arbitration, as the obligatory ultimate step in grievance adjustment, has emerged as the most durable statutory contribution to peaceful industrial relations".

Labour relations boards, conciliation boards and arbitration boards are today's machinery for the encouragement of collective bargaining and the enforcement of collective agreements, he stated. "Resort to the courts to challenge or repress an alleged illegality in purpose or in behaviour has not been ousted by (these) tribunals," he explained, "but the effect of our legislative pattern of labour relations regulations has, by and large, been to postpone resort to the courts until the statutory agencies have had a chance to function."

The nominee of either disputant on an arbitration board will "almost invariably... project the party interest when he sits as an arbitrator," the speaker said.

"There should be no need for either Labour or Management... to have their respective cases argued twice," he continued. "Indeed, one certain way to raise the status of arbitration would be to free the chairman from the post-hearing pressures of his associates. Some chairmen, very wisely, ignore their party-oriented colleagues until they have sifted and analyzed the case by themselves."

In order to do away with "the present personalized kind of selection and rejection of chairmen," Prof. Laskin suggested that the arbitration of labour disputes should

either be absorbed into the existing legal and judicial system or be established "on a separate but equally full public basis".

Although it is common practice for the chairman to be appointed by the Minister of Labour if the parties do not agree in choosing one, the speaker pointed out that considerations of political expediency often hamper the Minister in his choice. The plan sometimes adopted by Management and Labour of choosing a single arbitrator or a rotating panel of arbitrators to serve for the term of a particular agreement showed a realization of the difficulties of *ad hoc* selection, he remarked.

"This has the added virtue of ensuring some consistency of interpretation. One of the vexing problems raised by *ad hoc* arbitrators is the variation in decisional principles in the interpretation of the same agreement," Prof. Laskin said. "The *ad hoc* three-man board of arbitration is least likely to product that consistency."

The speaker argued against the idea that "an interpretation once put upon an agreement is binding on succeeding arbitrators under the same agreement. I know of no principle of law that requires one arbitrator to bow to a principle expressed by a predecessor under the same agreement," he said.

Precedent as an operative theory depends on the existence of a hierarchy of adjudication, and there is no such thing in labour arbitration; nor would I espouse appellate arbitration tribunals. Forced adherence to awards of preceding arbitrators can lead only to aridity.

The lack of a record other than what the board itself can amass, because of the expense of shorthand reporters, makes deliberation more necessary than speed in arbitration hearings, he said.

Prof. Laskin defended the prominent role played by lawyers in arbitration, which, he said, was lawyer's work "in the sense that it calls for the technique and skills of the lawyer's craft adapted to the area of industrial relations.

"Arbitrators are variously engaged in developing a common law of collective agreements; they are making labour relations law rather than finding it."

There were two theories of collective agreement administration, he said: the "residual rights theory," which holds that a collective agreement is merely a restriction on otherwise unlimited management powers, and the theory that the collective agreement establishes a regime of order to which both employer and union must subscribe. The first theory contains many fallacies, he asserted, the most important

being that it ignores the shift from individual to collective bargaining. The second theory was a "more realistic starting point" for arbitrators.

In the vast majority of arbitration cases, the tasks of interpretation and decision may be competently discharged without bringing into play either of the theories. The terms of the agreement will be sufficiently expressed to embrace the issues.

One case where this is not so, Prof. Laskin said, is the contracting out problem. Arbitrators have divided on grievances arising out of the contraction of work forces or the refusal to supplement work forces because the work previously done within the unit has been assigned to an outside contractor. And the division has been on the lines of the two theories.

"The residual rights theory may be regarded as a reflection of strict interpretation of a collective agreement, an interpretation which minimizes the creative role of an arbitration tribunal," the speaker said, and he pointed out that perhaps the most important way in which the restrictive interpretation has been applied has been in regard to remedies for breaches of the agreement.

Except in unjust discharge cases, where agreements commonly stipulate the redress to be made, arbitrators were generally unwilling to insist on redress or to award damages. "To me this is an abdication of adjudicative authority," Prof. Laskin said. A refusal to award damages against an employer or a union where there is a proven violation causing damage was "a failure to provide the sanction which is envisaged by the assumption of the collective agreement obligation".

It was true, he said, that an arbitration board had no means of enforcing awards; but this could not be a criterion of its powers, since most statutory tribunals were in the same position. "Voluntary compliance works in labour arbitration no less than in respect to orders of more august statutory tribunals," he pointed out.

In a discussion earlier in his address of the evolution and deflection of legal doctrine, Prof. Laskin said there was no more drastic example in the field of labour relations than the Aristocratic Restaurants case (L.G., 1951, p. 1553), which "relieved trade unions of liability for what may be termed peaceful picketing".

Compared with earlier liberalization of doctrine, the most recent judicial experience with conspiracy and picketing issues in Canada "evidences a hardening," he continued. The judgments in cases concerned with refusal to cross picket lines have developed "a rather formidable basis of

liability of the picketers by finding that the real purpose of the picketing was not to advance the interests of the union in improved labour conditions, but rather to interfere with the employer's contractual relations with third persons by the establishment of a picket line in the foreknowledge that union sympathizers will not cross it. As a technique for outlawing even peaceful picketing, this approach leaves little to be desired, reminiscent though it is of labour law of 50 years ago."

There are indications, he said, that the courts are disposed to protect individual members against the arbitrary use of power by union officials, and to make union constitutions and bylaws conform to standards of reasonableness. It was a safe guess that should the judiciary be unable to provide adequate protection, "legislative redress will be forthcoming".

The speaker said that in his view a union certified as a bargaining agent was in duty bound to accept as members persons in the unit, as well as others who would be employed in the unit if union membership were not a condition of employment.

In reply to more than one question about the right of an employer, after an agreement was signed, to contract out work that had formerly been done by employees within the bargaining unit, Prof. Laskin declined to give any general opinion on the point. Each case must be treated on its merits, he said. In some cases he was of the opinion that an employer would be quite wrong to contract out work.

But, on the other hand, for example, where management had a choice between contracting out a certain kind of work and giving up that line of business altogether, "What are you going to do about it?" he asked. He stated emphatically that it must be realized that a collective agreement was not a guarantee of a job.

Prof. Frederick Harbison

Trade unionism in the United States reached and passed the peak of its influence and power during the 1948-53 decade, in the opinion of Frederick Harbison of Princeton University, speaker at the conference dinner. Prof. Harbison is Director of the Industrial Relations Section and Professor of Economics at Princeton.

Going back 35 years, Prof. Harbison sketched the state of American industrial relations in the "so-called 'golden twenties', when there were no unions in the basic industries, collective bargaining was a term never used in polite society, there were practically no people in personnel work

much above the rank of chief clerk and the average employer regarded his workers with a sort of calloused indifference".

In those days, Prof. Harbison said, even the few companies who "in paternalistic fashion were concerned with the welfare of their workers... took every possible measure to make sure that workers never talked back and... would crack every union head that popped up".

All this was changed in the "New Deal Era". Helped by labour legislation and government encouragement of union organization, the industrial unions established the beach-heads of collective bargaining in steel, rubber, and automobiles," he went on. "Within the space of eight years all the industrial power centres which for years had been the impregnable fortresses of the open shop were transformed into bases of union power."

During this period, Prof. Harbison said, it was the great depression, the weight of public opinion, and the pressure of government, rather than the still not very powerful labour leaders, which "brought the big employers to their knees".

The speaker enumerated as the main development of the period:

The emergence of a national labour policy which guaranteed workers the right to join unions of their own choosing...and which openly advocated and encouraged collective bargaining as an indispensable institution of American capitalism.

The growth of new and quite idealistic unions in the basic industries...

The emergence for the first time of industrial relations as a top-level concern and function in most major corporations...

The identification of the liberals, or progressives, with the cause of unionism...

The World War II period, Prof. Harbison said, was best characterized as a period of "government seizure of collective bargaining". The prohibition of strikes and the determination of wages and conditions by government labour boards meant that "the basic decisions in industrial relations were made by those in charge of wage and price stabilization. In this period unions became firmly rooted in the industrial plants as a result of government-imposed maintenance of membership clauses."

Before, during, and after the war it was generally believed that Labour had a great and growing political power, "but the political power of Labour turned out to be a myth," the speaker said. It was the favour of the government of the time that gave this appearance of power; and, except in strictly local affairs, Labour never had much direct influence on the voters.

Passing to the 1948-58 period, Prof. Harbison mentioned a number of its main features. These included:

—A change from the simple encouragement of unions to the control of certain collective bargaining issues and labour union practices.

—The development of collective bargaining between large employers and large unions into "a business instead of a struggle".

—"Management no longer has a free hand in making the rules under which Labour is paid and works."

—Union leaders have become service agents for their constituents and the workers are becoming more and more willing to leave the making of rules to their leaders. "They pay their dues to the union and expect protection and benefits in return, and it is becoming increasingly difficult for them to participate effectively in union affairs."

—American employers are no longer on the defensive in collective bargaining. "They know what they want, and they know what they want to keep labour leaders from getting."

—The idea of voluntary membership in unions had practically disappeared by 1958. The vast majority of contracts provided for some form of union shop and most of the workers had no objection to it.

—"Corruption within unions has become a major problem."

—"The one-time sympathy of the liberals and progressives for the cause of organized labour has all but vanished." The unions are now powerful enough to take care of themselves, and in the eyes of the public have become pressure groups intent on the special interests of their leaders and members.

On the stationary, or declining, power of unions in the United States, Prof. Harbison pointed out that union membership as a proportion of the labour force has not been rising and may have been declining. This may partly be the result of the indifferent success in organizing white-collar workers.

What political influence Labour ever had, Prof. Harbison said, is dwindling. "The American public has come to fear rather than to favour unions. Congress is moving in to regulate the internal affairs of labour organizations."

The unions were now "pretty much on the defensive," he asserted, defending themselves against the employers, against Congress, and against the loss of members owing to "technological developments over which they have little control".

Summarizing, the speaker said that the unions and collective bargaining were becoming more mature, more stable and more legalistic; and also less important by comparison with other problems looming up in industrial relations.

The central industrial relations problem of the future will have its roots in a probably critical shortage in most categories of high-talent manpower, he predicted.

In the past, effort directed towards securing fair treatment for the common man had aimed at conformity and consistency. "But the skills and the concepts which have been useful in dealing with the common man are not always those most appropriate for dealing with high-talent manpower," Prof. Harbison observed. Such people want recognition as individuals, as originators of ideas, and as professionals.

He expressed the opinion that "unions will be subjected to a great deal more government regulation of their internal affairs". Whereas in the 1930's the government had been concerned with the workers' right to have unions of their own choosing, in the future its concern would be to protect their right to have union leaders of their own choosing.

Unions will not "provide inflationary pressures in the future any more than in the past," Prof. Harbison asserted. Wages and prices in the past three decades had been affected only slightly by unions and collective bargaining, he believed.

William J. Smith

A continuance of the increasing demand for fringe benefits if governments "continue to lag behind public acceptance of the idea of co-operative action in the fields of health, old age security and unemployment protection"; and pressure for a further shortening of hours of work "as a means of combatting loss of jobs through automation... if labour is forced to cope with this problem on its own" were foreseen by William Smith, President of the Canadian Brotherhood of Railway Employees and Other Transport Workers, as matters that would probably bulk large in collective bargaining of the future.

Mr. Smith also predicted that if the present recession continues there would be a revival of labour's demand for greater equality in the distribution of wealth—a demand which had receded in the expanding economy we have had since the Second World War.

Two trends in collective bargaining that stood out in the decade following the war, the speaker said, were the increase in union security provisions and the gains made in

so-called fringe benefits. Another was the "negotiated increase in leisure time". Under fringe benefits he mentioned pensions, health and welfare, and, latterly, unemployment benefits. The greater leisure had come about through the shortening of the work week, paid vacations and paid statutory holidays.

During this period, "little progress was made towards greater equality of income. The pie is bigger but Labour's share remains roughly the same," he pointed out.

All the various forms of union security, including the different forms of check-off and the Rand Formula, with the exception of the closed and union shop, had been invented since 1946, the speaker remarked. Yet, strangely enough, he said, the two latter forms, which had been in existence since the last century, were the ones that had lately "come into public disrepute".

The partial success of "right-to-work" campaigns he ascribed partly to the rise of industrial unionism. As long as craft unionism was dominant people had seen the necessity for the unionist to protect "a skill he had taken years to learn". The right to do so was recognized as analogous to the right of the legal and medical professions to guard their standards.

Now, however, the need for the closed shop even for skilled tradesmen was lost sight of because "people think in terms of the predominant form of organization, in the big, mass-production industries".

Mr. Smith said that "union security will not be the issue nationally that it has been over the past 10 years unless Management and legislators set out to make it so." The principle of the check-off would continue to be recognized, but labour would make little effort to extend the closed or union shop, nor Management to get rid of it where it already existed, he thought.

"The increasing emphasis on fringes in the past 10 years represents a major social phenomenon," the speaker remarked. But "few unionists would suggest that collective bargaining is the best way to provide health, old age and unemployment protection services. Companies' varying ability to pay leads to a very uneven system of protection. Also, collective bargaining exerts only an indirect pressure on firms that are unorganized."

Trends in social security in collective bargaining, he said, are dependent on the kind of action our Governments take or fail to take. If the public authorities were to institute a really comprehensive system of social security, such things as pensions, medical and hospital plans, and unemploy-

ment benefit to supplement government action would cease to be collective bargaining issues.

Mr. Smith mentioned supplementary unemployment benefit as "the clearest case of concessions won at the bargaining table supplementing government action".

There will be a great deal of pressure, I would expect, over the next 10 years to improve our unemployment insurance legislation, and government response to this pressure will determine very largely whether supplementary unemployment benefits become a widespread collective bargaining issue.

The shortening of working hours, the increased length of vacations and the introduction of paid statutory holidays, negotiated through collective bargaining over the past 10 years, had brought about an average reduction of 522 hours a year in working time, Mr. Smith pointed out. This was "a truly remarkable reduction when one considers how long the 48-hour week remained as a standard".

The speaker believed that the one significant reason why Labour would continue to press for more leisure time was automation. "I, personally, am not too fond of the shorter work week as a means of combatting loss of jobs through automation, but I must confess that I can think of no other means if Labour is forced to cope with this problem on its own," he said.

Unless government and industry co-operated more than they seemed inclined to do in mitigating the effects of automation on employment, Mr. Smith said he could foresee strenuous efforts by unions to protect the jobs of their members by shortening the work week.

Other important collective bargaining issues raised by automation included: drastic changes in job classification, even when layoffs do not become serious; "the question of how the extra wealth created by automation should be distributed"; the need for providing jobs in government, commerce and trade to take the place of those lost in factories; and the "spectacular shift away from so-called production work to white-collar occupations, a trend that will be accelerated by automation".

Unionism will spread to white-collar workers, he thought, but this will bring changes to unions that become predominantly white-collar and changes in collective bargaining relationships.

Employees of the federal, provincial, and municipal governments have been denied full collective bargaining rights which, to be meaningful, "must include the right to withdraw their services," the speaker said. He asserted that the establishment of collective bargaining rights with governments is of major importance.

The "maturity" of Labour and Management which was assumed by many people in this country to have been reached during the past 10 or 15 years, and the disappearance of much of the bitterness, Mr. Smith attributed largely to the fact that business, for the most part, "has been having a picnic". He said good relations are relatively easy to maintain when Management is always in a position to make an offer and Labour is always able to produce an increase.

Turning to another aspect of collective bargaining, the speaker said: "The trend towards professionals on both sides of the bargaining table is probably irreversible. It need not be a bad trend, but combined with the extremely legalistic approach adopted by some conciliation boards, it could have the effect of removing wage determination from the control of those most vitally concerned—management and the employees. This would be a disaster over the long run."

What labour relations experts appeared to him to lack, Mr. Smith said, was "in some instances a clear appreciation of the employee attitudes peculiar to a specific firm or industry". No collective agreement could possibly cover every contingency, and "in the past the agreement was in practice supplemented by the recognition of a sort of 'natural justice'." In an industry with which he was unfamiliar, these practices represented only confusion to the man whose specialty was employee relations, with the result that he was likely to fall back on a strictly legalistic approach to employer-employee relations.

This attitude, the speaker said, in industries where the agreement was freely violated may be an improvement. In other industries where the agreement was applied with understanding and intelligence it can be a definite step backwards.

Referring to the pressure by trade unions for greater equality of income, which appeared to subside during times when wages were rising rapidly, the CBRE President said if the change in the business climate continued so that wage increases became hard to justify on the ground of increased profits or increased productivity, then greater equality of income can be expected to become the important issue it once was.

Social stability is possible in a static economy only where the basic economic relationships between classes of people are generally accepted by all. This is not the case in North America. Rightly, I think, our working population will not accept being stalled on the road to the kind of life they desire, if all around them, and in advertisements, they see that sort of life being lived.

If a static economy, or a pronounced slowing down in the pace of development, was to be our lot for the next decade or so, then, the speaker asserted, "managements dedicated to peaceful employee relations will have to lift their eyes from their own balance sheets and attempt to meet the aspirations their own advertisements and our democratic way of life have combined to create".

When asked to contrast some of the views he had expressed with what Prof. Harbison had said in his address, Mr. Smith said he thought there was an element of truth in Prof. Harbison's statement that employees have come to look upon organized labour as a business proposition. He thought that too many had come to regard a union as an insurance society. This conception of trade unionism was wrong and harmful, he thought. He believed that a protracted period of depression would show the workers that it is a social movement.

When asked to explain his statement that the union must not be regarded merely as the opposite number of management, Mr. Smith said that in his judgment trade unionism was basically a social movement whose objective was to secure a more equitable organization of society.

In reference to what he had said about the likely effect of a prolonged recession being a revival of Labour's demand for greater equality in the distribution of wealth, Mr. Smith was asked who, in 1958, were the "haves" and the "have-nots". The "haves" he defined as those who were enjoying the fruits of industry without contributing proportionately to their production, for example, bondholders and shareholders.

In replying to a question about the extension of bargaining rights to government employees, Mr. Smith reiterated that a government should give its employees the same rights it had compelled private employers to grant to theirs. He admitted that strikes in public services caused inconvenience to the public, but he asserted that union leaders had in no instance endangered the public welfare. He distinguished between danger and inconvenience. Essential services were protected, he said.

When asked by a union representative to justify the distinction he had drawn between craft unions and industrial unions in relation to the closed or union shop, Mr. Smith made it clear that although he questioned the need for these forms of union security for industrial unions it was his "firm opinion" that an employee in a mass-production industry had an obligation

to contribute to union funds—an obligation which should be enforced by means of a compulsory, irrevocable check-off. But he would give such employees the right to decide whether or not to join the union.

Edward Benson

A lack of honesty in leadership in both Labour and Management and too much surrender to third parties of the basic relations between employer and employees were among the undesirable outgrowths of the postwar period of prosperity, said Edward Benson, Industrial Relations Manager, Consolidated Mining and Smelting Company, in an address on the last afternoon of the conference.

By honesty in leadership in the labour relations scene, he explained, he meant giving honest leadership to the people who depend on management men and union officials to give them proper direction.

Mr. Benson urged the need for the development of "some sound fundamental philosophy" in industrial relations which would be accepted by the leaders of both Capital and Labour, in place of the policy of political expediency which had characterized the postwar period.

The past 10 years have produced two important facts, he said: the emergence of the trade unions to a big power status, and the establishment of "a sort of permanent battleground between organized labour and management".

With the generally accelerated pace of industrial activity, the result of the lack of some well-considered and fundamental personal philosophy in human relations has been a "lamentable tendency to conduct ourselves in these fields on the basis of a crisis judgment," Mr. Benson asserted.

He added that he thought some people concerned with these activities "preferred to do business in this manner".

During the postwar period we had witnessed the transfer to the trade unions of a great deal of the power that had formerly rested with the employers, he went on. Where formation of an association of employees for group representation to the employer concerning conditions of employment normally would be the result of an impetus from within the group, in most cases in the major industries in this country it is the result of an impetus from without the employer's organization and generally by non-employees.

In connection with this development he said he could not admit that a person who travelled from some distant place to organize a group of employees was primarily interested in their welfare, and he

pointed out that "this development has caused the employer, in many cases by default, to surrender to the group representative too many areas of his employee relations which properly belong as a matter between the individuals concerned.

"To put it more bluntly, I do not think any factor has caused the loss of employee individualism more than has the growth of big unionism over the past decade," Mr. Benson said.

The growth of the trade union into a big business had resulted in many union officials becoming full-time employees, and there was "a very natural tendency for those who have such positions to seek to perpetuate themselves in office".

The continued successful existence of men in these positions "depends to a considerable extent on their maintaining as wide a gap as possible between management and its employees," he said.

Management, on its side, the speaker suggested, had contributed to the establishment of such a gap by its preoccupation with other matters.

With the development during the past decade of Labour's own group of professionals to match the professionals who now represented the employer, Mr. Benson thought "that one of our principal concerns should be that the professionals on both sides develop some consistent fundamental philosophy in the industrial relations outlook which will assure that all concerned are given a fair deal over the long term".

The fact that the St. Lawrence Seaway was "subject to complete closure at a word from Jimmy Hoffa" was another cause for concern. The railroad firemen's strike was another instance "which demonstrated that tremendous concentration of power in the hands of a few individuals can shake our entire economic structure," Mr. Benson said. Although he agreed that legislative action was necessary "to minimize such possibilities" he wondered whether it got at the root of the matter.

Returning to the question of honest leadership, he said he thought neither side emerged "with an unblemished record on this score".

Our leading trade unions have been guilty of putting political expediency ahead of forthrightness, he said. Even those trade union officials who privately admitted that "the tremendous rate of improvement in the living standards since 1945 cannot be sustained *ad infinitum* balk at confronting their principals with any future possibilities other than the continuation of the upward spiral".

Management on its side had also shown a similar lack of honesty, the speaker said. "I consider that over the past decade management actions in a number of instances have been responsible for conditioning the average employee to the view that the 'pie in the sky' philosophy proposed by some trade union leaders had some basis in fact. At the peak of the boom there were a good many wage settlements arrived at on a 'peace at any price' basis."

He then asked: "What are we doing to give honest leadership with respect to what the country generally and what our own employees particularly can expect from productivity gains?"

The Gordon Commission had estimated that a computation of a rise in productivity of 2½ per cent a year during the next 25 years might be optimistically high. If this estimate were accepted how could the wage increases granted in the 13 postwar years be reconciled with honest leadership, the speaker asked.

He referred to the current concern across the country with respect to the various labour statutes governing labour relations. He said that he was not concerned with the appraisal of these statutes, "but only with the attitude of mind which recent widespread criticism of them seems to exhibit".

It was hardly reasonable, Mr. Benson said, to expect those who had come to believe that when Management said "No" it did not mean "No" to adjust themselves overnight to the changed condition in which it did mean "No". As a result of the change there have been a number of major upsets in the labour field and the accompanying criticism of the formal labour relations machinery has been to some extent due to the natural tendency to search for a whipping boy.

The speaker deplored the development during the past decade of "a sort of fear complex on the part of management and organized labour". One form of it was deliberately generated by certain labour leaders who created in the minds of their constituents an apprehension about the intentions of their employers about such things as wage reductions, alleged speed-ups, etc., in order to make their constituents look to them for protection.

Another kind of fear was that which caused Management to balk at breaking new ground "because of a fear of being trapped in some indefinable way by the unions, or fear that departure from the established conventions will give them the status of the ugly duckling in the industrial relations barnyard."

He believed the same fears exist at the executive level in many leading trade unions. About the only significant labour relations experiment in a major industry during the past 10 years was the General Motors formula.

The employer is afraid to break new ground because he fears abuse which, because of contractual factors, he will be powerless to correct. The union, on the other hand, is afraid to surrender any of the basic protections it has built up. "They view with jaundiced eye the introduction of a benefit (such as sick leave for hourly rated employees) if it is left to the presumably benevolent ministrations of the employer.

"The sooner both sides tackle the main problem from the point of view of what each can undertake to allay and to guarantee removal of the other's fears, the better off we will all be," he said.

As to the future, the speaker said that during the present lull in our industrial activity leaders on both sides should consider the wisdom of continuing the conduct industrial relations programs "on a crisis basis". Here was where the need came in for "some sound fundamental philosophy" to govern policy.

"I think that labour in some areas should consider a bit of house-cleaning. I am not thinking in terms of getting rid of the relatively few obviously corrupt labour barons... I suggest that, beginning at the lowest level, the ballot box be reinstituted as the prime instrument in the trade union's arsenal. I, for one, have too much faith in the sound common-sense of the ordinary working man to be afraid of the consequences of any amendments which are made which assure that in the making of every major decision the man at the bottom of the heap gets his say."

In conclusion he said that "we should cease the process of proceeding from crisis unto crisis as we have done during these last 10 years... In industrial relations, a crash program gets you only a crash."

Robert W. Cox

Robert Cox, Chief of the Special Research and Reports Division of the International Labour Organization, who acted as chairman at the panel discussion that closed the conference, spoke briefly on "Some International Aspects of Labour Relations".

"Of all the unanswered questions in world affairs," he said, "perhaps the one with the greatest long-term significance concerns the road which will be taken by the countries in Asia and Africa in which the bulk of the world's population lies."

Considering what kind of assistance could be given most effectively to such countries, he said that the first question in this connection was whether there were any universal principles in labour relations. He thought there probably were, and put freedom as one of these basic principles.

Freedom had different meanings for different people, and there is nothing universal about the idea of freedom, he said. But, he believed, "underlying these differences there is a common core which may be expressed as respect for the dignity and integrity of the human person." This implied "a further respect for the individual's right to express his personality through association in a group with others."

These ideas are "fundamental in any viable system of human relationships. They are basic to labour relations."

The speaker referred to the ILO's planned world-wide inquiry into conditions relating to freedom of association in all the member countries. He described it as a "new departure in international action on freedom of association".

The first two of these studies are to be carried out in 1959, at the invitation of the governments concerned, in the United States and in the Soviet Union. Mr. Cox said that this was the first time that governments had accepted international missions to make studies of this kind on human rights questions; and he expressed the view that it opened up "the prospect of a new type of international collaboration, and should reinforce efforts to lay a sound foundation for the healthy growth of labour relations throughout the world".

Panel Discussion

To open the panel discussion, the chairman, Robert Cox, referred to Prof. Woods' remarks about the need for getting away from the appeal to third parties in labour-management disputes. This he contrasted with Prof. Laskin's emphasis on the growing resort to the assistance of third parties, and the development of a common law of labour relations. Was there agreement or disagreement here between the two speakers? he asked.

Prof. Woods said he thought there was a clash between his and Prof. Laskin's views. He, like Prof. Laskin, believed in a common law in labour relations, but they each might not have in mind the same kind of common law. The unwritten parts of company policy, or traditional practices within the company, formed an unwritten law. This kind of common law was a good thing. What he objected to was the institutionalizing of labour relations. Many arbi-

tration cases are decided in relation to the common law of the parties to the agreement. But he doubted whether a common law between different sets of parties was good.

Prof. Laskin said that a lawyer, like a doctor, was a trouble-shooter. You could not get a do-it-yourself kit with which to settle disputes. He agreed with Prof. Woods as to the desirability of flexible procedures. Arbitrators were not looking for work, and if the parties could agree between themselves to work under cover of a collective agreement in practices that were not touched by the agreement he was quite satisfied.

Prof. Woods said that he was not suggesting that a third party's hands should be tied. It was not a question of restraining him, but of getting rid of him. Much went on between the parties outside the scope of the agreement, and he would like to see more of this, and less reliance on the contract. If relations were made too rigid he could see in the renegotiation of the agreement little alternative to an annual crisis, because negotiations during the term of the contract were not provided for.

"Can you abolish third party intervention?" asked Prof. Laskin. Prof. Woods said that in England continuing agreements were the rule: when a dispute arose the parties negotiated; when they could not agree they had a strike.

Prof. Laskin said that he was satisfied if the parties wanted to rely on strikes. He pointed out that in the United States a legal strike was possible during the term of an agreement. He suggested that the long-term agreement at General Motors might have been responsible for the deterioration of relations between the parties.

Mr. Benson, in reply to a question from a delegate, said that he believed in the desirability of the parties' coming together more often during the term of an agreement. Contracts tie down only the main things, he said, and causes of disagreement keep on cropping up that call for settlement as they come up.

Referring to the opinion expressed by William Smith in his address that in future Labour would be satisfied with a check-off rather than the union or closed shop, a questioner wanted to know whether this would be to the advantage of Labour if it meant that the union lost enough members to lose also its certification. Would not the lack of a union or closed shop increase the danger of raiding?

Prof. Woods, replying in the absence of Mr. Smith, contended that the closed shop had originally not had much to do with union security, that it was rather a job protection device. He said that he would be surprised if a union lost members if it had a compulsory irrevocable check-off. If a union lost members under such a condition it might be a good thing for it to make way for another union.

Adam Bromke pointed out that in moving to form a new political party the Canadian Labour Congress would be following British rather than United States trade union policy, and he said that he would be interested to see how American unions would operate within a basically British policy. He said that in Canada, in contrast to the feeling in European unions, there was no great political enthusiasm.

Prof. Woods thought that what Prof. Harbison had said in his address about unions' having becoming business rather than social organizations should not be applied to Canada. He said that in Quebec there was a great deal of idealism in the labour movement.

On the subject of human relations, he said that we did not yet know a great deal about what motivated people. In arbitration cases often the real issue behind the dispute was not before the board. He gave an instance of a dispute in which a union had presented what appeared to be an absolutely unreasonable case. When he had come to look more closely into the matter, however, he had found that the real cause of discontent was quite different from the ostensible one. He said that he thought unions should make more effort than they do to get at the real issues.

Provincial Labour Federations Hold Annual Conventions

Central labour bodies in New Brunswick and Nova Scotia held annual meetings in September. Unemployment, the Chignecto Canal and sale of Canadian ships to Cuban firm among subjects discussed by delegates

New Brunswick Federation of Labour

Delegates to the 2nd constitutional convention of the New Brunswick Federation of Labour (CLC) heard seasonal employment called the province's principal problem, and heard requests for the establishment of a provincial housing commission, for a renewed drive for an early start and early completion of the Chignecto Canal, and for provincial legislation to give all government employees the right to organize into a trade union of their choice.

The convention, held in Saint John September 8, 9 and 10, was attended by nearly 200 delegates.

President's Address

James A. Whitebone, Federation President, in his address to the convention's opening session urged that a housing commission be set up for New Brunswick. The need for adequate housing, he said, was still far ahead of the supply available.

Other provinces, Mr. Whitebone pointed out, had established housing commissions with wide powers.

He expressed some criticism of the provincial Government's failure to enact many of the measures requested by organized labour, but he voiced appreciation for those measures that had been enacted.

Mr. Whitebone urged amendments to the provincial Labour Relations Act to provide for voluntary revocable check-off of union dues, and extension of the Act to include unions of the Government's own employees. Although the Government did recognize such unions, Mr. Whitebone said, they should be brought within the scope of the Act.

The President expressed concern over what he called the "obstruction and evasions" which, he said, were being met by employees of the New Brunswick Liquor Control Board in their attempt to negotiate a collective agreement.

In view of this, he urged that a determined effort be made to obtain amendments to the Labour Relations Act or the Civil Service Act, or both, "in order that the rights of government employees' unions may be clearly defined..."

Underemployment and unemployment remained at alarming levels, Mr. Whitebone said, and this was still "a major problem which the authorities have so far been unable to solve". He emphasized that unemployment had become a national problem and no single unit of government, industry or society could solve it alone.

The Federation should continue to press for public works, Mr. Whitebone said, citing current and contemplated construction projects as a bright aspect of the employment situation.

Automation, he suggested, should be studied carefully as a contributing factor to widespread unemployment. He warned, however, that it would be foolish to fight the inevitable, since automation had become an accepted adjunct of modern industry.

Concerning injunctions in labour disputes, the Federation President scored the growing use of *ex parte* injunctions. He said that Labour was not insisting that injunctions be abolished, but should press for a curb on the use of injunctions in labour disputes. He recommended that a determined effort be made to obtain an amendment to the Judiciary Act that would provide that no injunction be issued until both sides had ample opportunity to present their case.

Mr. Whitebone urged that a renewed and intensified campaign be begun for an immediate start and early completion of the Chignecto Canal. He believed New Brunswick was entitled to measures to replace to some extent the employment and income that will be lost to the province when the St. Lawrence Seaway was opened.

Premier Hugh John Flemming

Seasonal employment was named New Brunswick's principal problem by the province's Premier, Hon. Hugh John Flemming, in his address to the convention.

Premier Flemming said seasonal unemployment was keeping the province's per capita income at about two-thirds of the Canadian average. The only remedy for such conditions, he said, was to increase secondary industries.

The labour movement in New Brunswick, he said, was constantly taking on new stature. "The statistics on days lost by strike action are fantastically low in the province and wages and conditions of labour have shown great improvement."

The Premier said the Atlantic Provinces had missed the boom because "tight money regulations" had choked off the area's economic pick-up just as its results were beginning to be felt.

Claude Jodoin

Canadian Labour Congress President Claude Jodoin called on the Federal Government for amendments in the legislation for old age pension and children's allowances, and for new legislation for a comprehensive national health plan and pension plan.

Referring to the sale of eight Canadian National Steamships vessels, Mr. Jodoin said: "We need a merchant marine for security and other reasons and we can't have this if we sell the last eight boats we have in the country."

Ships in a Canadian merchant marine should be manned by Canadian seamen, the CLC President added.

At New York City last month, a Canadian picket line, members of the Seafarers' International Union, halted the loading of a Cuban ship. It was the first time Canadian unionists had picketed a ship at that port.

Longshoremen refused to cross the SIU picket line.

He rejected suggestions in some Canadian publications that the CLC was controlled by organizations in foreign countries. CLC policy was instigated by the CLC and not by organizations in the United States or Britain, he declared.

Commenting on criticisms about Labour's entry into politics, Mr. Jodoin said that other citizens have the right to take part in politics, why not Labour. The CLC, he stated, would reserve its right to be represented in government and to criticize government.

Resolutions

A number of amendments to the provincial Labour Relations Act were requested by the convention, including one that would allow the Board to prosecute, on its own behalf, any employer considered guilty of unfair labour practices.

Angus MacLeod, Saint John, said that under present regulations if an employee was to sue an employer he would face the danger of losing his job. On the other hand, he said, the union should not be made an entity because then the employer could sue the union.

Other requested amendments to the Act would:

- compel any employer purchasing a business to be bound by the terms of the collective agreement in existence;

- permit the majority of those voting to decide certification votes;

- make it illegal to count votes unless witnessed by a representative of the union and would provide that the representatives be notified of the vote counting not less than 48 hours in advance.



—Photo by Climo, Saint John Telegraph-Journal

Pictured at the annual convention of the N.B. Federation of Labour (left to right) are: President James A. Whitebone, Premier Hugh John Flemming, Hon. A. E. Skaling, Minister of Labour, Claude Jodoin, President, Canadian Labour Congress

When local unions are being transferred to national or international unions, the application, accompanied by proof that it was made by the majority of members, should be accepted without a vote, the delegates decided.

The convention also asked:

—That no application for decertification of a union be considered until a year from the date of certification.

—That the Labour Relations Board decide who will be covered by the certification order.

Delegates rejected a resolution that would have made all decisions of the Labour Relations Board final and not subject to appeal.

Further resolutions requested legislation that would:

—Give government employees the right to join unions of their choice, bargain collectively and sign collective agreements.

—Prohibit foreclosing or evictions when unemployed persons were unable to keep up mortgage payments or rent.

The federal Government was urged:

—To "revive" a Canadian merchant marine and to provide construction and operation subsidies.

—To grant prevailing rate employees the same benefit accorded civil service employees on vacation and sick pay, and the same bargaining rights as employees in private industry.

Two resolutions requested provincial legislation for higher wages. They would:

—Institute a minimum wage order of \$1.25 an hour for male workers, with time and one-half after 40 hours.

—Grant female workers equal pay with male workers for equal work performed, a minimum wage of 75 cents and time and one-half after 40 hours.

The convention asked for Judiciary Act amendments that would:

—Prohibit the granting of *ex parte* injunctions.

—Permit no injunctions restraining the internal functions of a union to be granted until both parties are heard.

A continued effort to have a destroyer built in the Saint John drydock was urged by the Federation. With six or seven ships to be built and only five provinces with shipbuilding yards, one of the contracts should come to Saint John, it said.

Freight rate structures were criticized by the convention and the provincial government was urged to take every action, in co-operation with the federal Government, to correct the "inequalities".

In other motions the convention asked for:

—A program of public works.

—A system of public assistance to help the unemployed who have exhausted their unemployment insurance benefits.

—An increase in the old age pension to \$75 per month with the age limit dropped to 65 years and without a means test.

—An amendment to the Vacation Pay Act to entitle employees to two weeks vacation with pay.

—An increase in the rate of vacation pay from 2 per cent to 4 per cent.

—Free school books to all public school students up to and including Grade 13.

—Abolition of provincial sales tax on all clothing and footwear for children up to high school leaving age.

—A housing commission modelled after that in Nova Scotia.

—Legislation to prohibit discrimination against any person seeking accommodation or requesting services in hotels and restaurants because of colour, race or creed or national origin.

The provincial Workmen's Compensation Board was asked to amend its regulations to allow full-time employees of labour unions to come under the Act.

The possibility of a new political party was discussed by the convention but was

thrown out. President Whitebone told the delegates that no action should be taken until word had been received from the CLC on what action it had taken.

Rigid enforcement of the New Brunswick Highway Safety Act was stressed by the convention. It asked that motor vehicle insurance be made compulsory and for the inauguration of a periodic medical check on drivers.

Election of Officers

All Federation officers were re-elected. James A. Whitebone was elected President for his second consecutive year. Prior to the merger of the province's two labour organizations he had served 25 consecutive terms as President of the New Brunswick Federation of Labour (TLC).

Vice presidents elected were: Angus MacLeod, Saint John; Michael J. Kenney, Newcastle; Charles H. Malchow, Bathurst; Rolland Blanchette, Edmundston; W. Arthur MacLean, Fredericton; and Ralph J. Boyd, Moncton.

William F. McCarlie, Saint John, was re-elected Secretary-Treasurer.

Nova Scotia Federation of Labour

Criticism of the federal Government for selling the Canadian National (West Indies) Steamships fleet to Cuban interests, and of the Nova Scotia Government for imposing a sales tax to help finance the national hospital scheme, was voiced at the third annual convention of the Nova Scotia Federation of Labour (CLC), held in Halifax September 8, 9 and 10.

Ben O'Neil, of Sydney, was re-elected President of the Federation. Serving with him will be: Vice Presidents John Lynk, Dominion; Leo MacKay, Stellarton; Arthur MacKenzie, Truro; Tom Shiers, Windsor; Sinclair Allen, Halifax; and Clary Webber, Liverpool. Hugh MacLeod, Dartmouth, was re-elected Secretary-Treasurer.

In welcoming the 161 delegates to the convention, Nova Scotia Premier Robert L. Stanfield expressed the hope that the employment situation in the province would improve in the fall and winter months.

The Nova Scotia Government has been working closely with other Atlantic provinces to boost employment, the Premier noted.

The Government was giving every attention to the problem of unemployment in Nova Scotia, Labour Minister Stephen Pyke told the delegates. But he pointed out that government alone cannot cope with the situation; it was a problem "for persons at every level of society."

Mr. Pyke called attention to the fact that the Nova Scotia Government has more than \$4,000,000 in public works projects nearing completion, and that in the next two years some \$13,000,000 in new projects will be under way. But this was not enough, he noted. The main opportunities for jobs must be provided by private industry, and this called for expansion of existing industries in Nova Scotia.

Stan Devine, Halifax business agent for the Seafarers' International Union, criticized the federal Government for selling the CNS fleet for "less than the cost price of one of the eight freighters". He also noted that the new owners, "who took over the ships after a strike by the SIU for higher wages," were using Cuban seamen to man the ships as "international scabs".

Delegates "deplored" the imposition of a sales tax to finance the national hospital plan in Nova Scotia. A resolution condemning the tax was passed by the delegates.

A resolution calling for the provincial Government to strengthen the Trade Union Act by providing for the elective union shop as a statutory condition where a majority of the employees wish to have such form of union security was passed unanimously.

(Continued on page 1182)

U.S. Congress Passes Welfare and Pension Plans Disclosure Act

New law requires registration of employee welfare and pension plans and publication of annual reports on their operations. Legislation arose from discovery of many instances of corruption, abuse of funds

The United States Congress has passed a new law requiring the registration of employee welfare and pension plans and the publication of annual reports on their operations. The act was signed by the President on August 29 and will come into effect on January 1, 1959.

The new legislation resulted from the investigations of various Congressional committees during the past five years, which revealed many instances of corruption and abuse of funds by administrators of employee welfare plans.

While there was general support from employers and labour and both parties in Congress for some type of government regulation in this field, there were sharp differences of opinion on the type and extent of control required. President Eisenhower stated that he signed the bill because it "establishes a precedent of federal responsibility in this area", although he felt that it did not give sufficient power to the administrative authority to uncover and prevent abuses. The act is generally considered as merely the first step in the development of legislation to cover employee pension and welfare plans.

During the last few years, six states have passed welfare fund disclosure laws: Washington in 1955, New York in 1956, and California, Wisconsin, Connecticut and Massachusetts in 1957.

The new federal act will cover foreign and interstate commerce, that is, any industry affecting trade, commerce, transportation or communication between states or between any state and any foreign country or other place. In this sphere it will apply to all employee welfare or pension benefit plans covering 25 employees or more, with certain specified exceptions, whether established by employers or employees' organizations or jointly.

Plans administered by the federal Government or a state government or any agency of these, plans maintained solely for the purpose of workmen's compensation laws or unemployment compensation disability insurance laws, and plans administered as a corollary to membership in a fraternal benefit society and exempt from

taxation under Section 501 (a) of the Internal Revenue Code are not covered by the legislation.

"Employee welfare benefit plan" is defined as any plan, fund or program established for the purpose of providing for its participants or their beneficiaries, through the purchase of insurance or otherwise, medical, surgical or hospital care or benefits in the event of sickness, accident, disability, death or unemployment. "Employee pension benefit plan" means any plan, fund or program established for the purpose of providing retirement benefits for its participants or their beneficiaries, by the purchase of insurance or annuity contracts or otherwise. This includes any profit-sharing plan providing benefits at or after retirement.

The legislation requires the administrator of a welfare or pension benefit plan to publish a description of the plan and an annual financial report. The "administrator" is the person or persons designated by the plan or the collective agreement as being responsible for the ultimate control of the money received, or, if no such person is designated, the person or persons actually having this responsibility.

A description of every plan must be published within 90 days after the act comes into effect, or within 90 days after the plan is established, whichever is later. It must be signed and sworn to by the administrator and must give the names and addresses of these persons, their position in the company or union, if any, and any other position or employment they hold. The name, address and description of the plan must also be given and the type of administration. If there are trustees other than those persons defined as the administrator, their names and addresses must be stated. A copy of the plan must be included, or, if the plan is mentioned in a collective agreement, this fact must be stated and a copy of the agreement included.

The description must give the source of the financing of the plan and the identity of any organization through which benefits are provided. It must state whether the

records are kept on a calendar year or on a policy or other fiscal year basis, and must give the date the policy or other fiscal year ends. Procedures to be followed in presenting claims for benefits, and the remedies available under the plan where claims have been denied either in whole or in part, must be described. Any amendments to the plan making changes in the information included in the original description and not required to be included in the annual report must be added to the description when they come into effect.

Annual financial reports signed by the administrator must be published within 120 days after the end of each calendar year or fiscal year on which records are based. The report must contain a summary statement of the assets, liabilities, receipts and disbursements of the plan and must specify the number of employees covered, the amounts contributed by employers and employees, and the amounts paid out in benefits. There must also be a detailed statement of the salaries, fees and commissions charged to the plan, specifying the amounts of these, the recipients, and the purpose for which they were paid.

All this information must be sworn to by the administrator or certified by an independent public accountant based upon a comprehensive audit conducted in accordance with accepted standards of auditing. The act states that this does not require an audit of the records of any institution providing insurance or investment for the plan if its books are subject to examination by any agency of the federal Government or the government of any state.

If the plan is unfunded, the report need include only the total benefits paid and the average number of employees eligible for participation during the past five years, broken down by years. If applicable, there should be a statement that claims under the plan may be paid only from the general assets of the employer.

If some or all of the benefits under the plan are provided by an insurance carrier or other organization, the annual report must specify the premium rate and the total premiums paid to each organization, the approximate number of persons covered by each class of benefits, and the total claims, dividends and other sums paid by each organization. In addition, any amounts held to provide benefits after retirement and the remainder of the premiums must be shown.

The names and addresses of the brokers or agents to whom commissions or fees were paid must be stated, as well as the amount paid to each and the purpose for which it was paid.

If the insurance company concerned does not keep separate records for the various groups it serves, it will be sufficient to publish a statement as to the basis of its premium rate, the total amount of premiums received from the plan, a copy of the insurance company's financial report, and a detailed statement of any specific costs incurred by the company in connection with the plan.

Special details are required in connection with the manner in which the fund is invested. The report must describe the type and basis of funding, actuarial assumptions used, and the number of employees both retired and non-retired covered by the plan. Where the plan is funded either in whole or in part through a contract with an insurance carrier, the report must show, except for benefits completely guaranteed by the carrier, the amount of current and past service liabilities based on those actuarial assumptions, and the amount of all reserves accumulated under the plan.

Where the plan is funded through a trust, the report must also include a statement showing the assets of the fund broken down by types, such as investment in government bonds and other bonds and in corporate stocks. The assets must be valued on the basis regularly used when reporting to the United States Treasury Department, or if such reporting is not required, at the aggregate cost or present value, whichever is lower. A detailed list of all investments in securities and properties must also be included. Any loans made to the employer or union or any trustee or officer of the fund must be reported, stating the terms of each loan and the name and address of the borrower.

If the plan is unfunded, the only information required is a statement of the total benefits paid to retired employees for the past five years, broken down by year.

Copies of the description of the plan and of the latest annual report must be available in the main office of the plan for examination by any participant or beneficiary. The administrator must send a copy of the description and a summary of the latest annual report to any participant or beneficiary who requests this in writing.

Two copies of the description of a plan and of every annual report are to be filed with the Secretary of Labor and made available for examination in the public document room of the Department of Labor. The Secretary of Labor is required to prepare forms for these descriptions and annual reports and to make them available to the administrators of employee welfare and pension plans on request.

The penalty for wilful violation of the requirement to publish these documents is a fine of up to \$1,000 or a prison term of not more than six months. United States district courts are given jurisdiction to restrain violations of the Act for cause shown.

If an administrator refuses to make public the reports within 30 days to any participant or beneficiary who has made a written request, he becomes liable to pay the participant \$50 a day, plus court costs. Any participant or beneficiary may take action to recover this penalty in a court of competent jurisdiction.

False statements in any document sworn to by the administrator of a plan will make him subject to prosecution by the federal Government on a charge of perjury.

The act states that in the case of a welfare or pension plan covering employees in two or more states, no state law can require the publication of information to duplicate the information required by this federal law, provided that copies of the documents are filed with the state agency concerned and are distributed to participants and beneficiaries as may be required by state law. However, any state is free to obtain additional information on employee welfare and pension plans and to regulate them in other ways.

The enforcement provisions contained in the bill as finally passed by Congress are considerably different from those in the original Senate bill. The Senate bill put

the duty of enforcing the disclosure requirements on the Secretary of Labor, giving him wide powers to make investigations and issue orders. The House of Representatives shifted the responsibility of enforcement from the Secretary to the employees participating in welfare plans, chiefly on the grounds that government supervision would be too expensive and time-consuming. It was also felt that the Senate bill provided for unduly severe penalties and could result in prosecution for innocent mistakes.

Before passage of the bill, employers sought to have all welfare plans administered by employers exempt from the disclosure legislation. They maintained that Congressional investigations had revealed abuses only of union-administered funds, and argued that disclosure of the operations of their welfare funds would violate professional confidences in the field of fund investment. The bill as passed covers all pension and welfare plans regardless of the type of administration.

Before the adjournment of Congress, the view was expressed in both Houses that this measure is only a first step in the regulation of employee welfare and pension funds. A Republican Senator announced his intention to propose that the Senate Labor Committee or a joint committee of the two Houses be authorized to study the reports filed with the Secretary of Labor under the new act in order to compile information that would enable Congress to establish more adequate legislation in this field.

Industrial Fatalities in Canada during Second Quarter of 1958

Deaths from industrial accidents* increased by 55 from the previous quarter. Of the 297 fatalities in the April-June period, 75 occurred in construction industry, 44 in transportation and 39 were in mining

There were 297* industrial fatalities in Canada in the second quarter of 1958, according to the latest reports received by the Department of Labour. This in an increase of 55 from the previous quarter,

in which 242 were recorded, including 30 in a supplementary list.

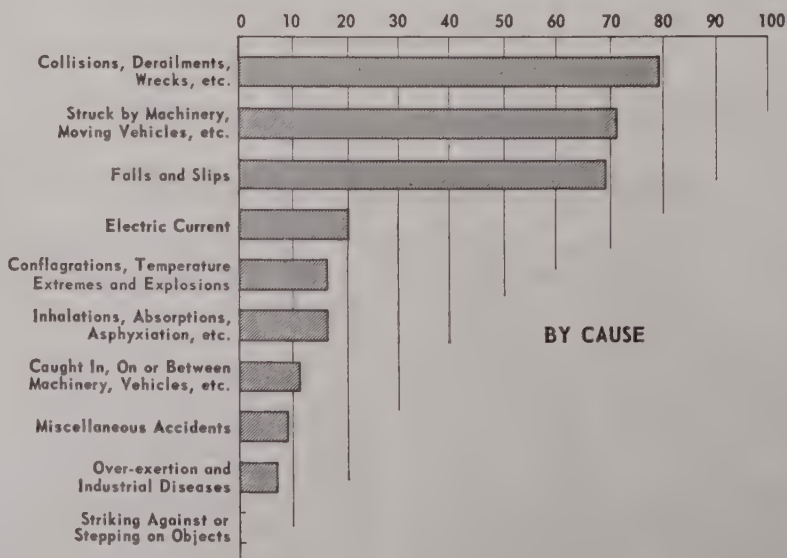
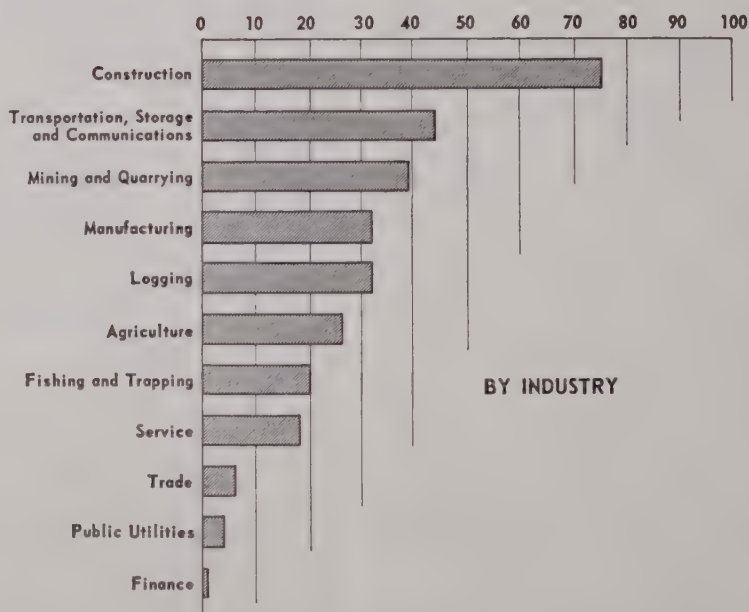
During the second quarter there were six accidents that resulted in the deaths of four or more persons in each case. Eighteen construction workers were killed June 17 at North Vancouver, B.C., when a bridge under construction collapsed dropping them into the water. A fire on board a trawler off the coast of Nova Scotia resulted in the deaths of seven fishermen on April 30. Four of the men were drowned when the lifeboat used to leave the burning

*See Tables H-1 and H-2 at back of book.

The number of industrial fatalities that occurred during the second quarter of 1958 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 74 fatalities for which no official reports have been received.

INDUSTRIAL FATALITIES IN CANADA

Second Quarter of 1958



Source: Economics and Research Branch, Department of Labour.

601-PE-1

vessel capsized and the other three died from exposure. Five Royal Canadian Mounted Police officers were drowned in Lake Simcoe, Ont., on June 7, when the motorboat they were using on a night patrol capsized during a storm.

There were three accidents that cost the lives of four persons in each case. On April 14, four loggers were drowned in Georgia Strait, B.C., when the barge *Daryl D* sank during a storm. Four men employed on a construction project were electrocuted at Warren, Ont., on May 26, when the scaffold on which they were working contacted a high voltage wire. On May 24, four railway employees were killed at Pointe Au Baril, Ont., when a through train collided with the caboose of a work train.

Grouped by industries (see chart p. 1132), the largest number of fatalities, 75, was in construction. This figure includes 37 in highway and bridge construction, 23 in miscellaneous construction and 15 in buildings and structures. In the same period last year, 81 fatalities were recorded in this industry: 29 in buildings and structures, 27 in miscellaneous construction and 25 in highway and bridge construction. During the first quarter of 1958, 58 fatalities were listed: 25 in highway and bridge construction, 20 in miscellaneous construction and 13 in buildings and structures.

During the quarter, accidents in the transportation industry resulted in the deaths of 44 persons, including 17 in steam railways and 12 in each of the water transportation and local and highway transportation groups. For the same period last year, 51 deaths were reported; of these, 18 occurred in water transportation, 12 in steam railways and 8 in each of the air transportation and local and highway groups. During January, February and March of this year, 22 deaths were recorded, of which 9 were in steam railways and 8 in local and highway transportation.

Mining accidents caused the deaths of 39 persons, 27 occurring in metalliferous mining, 8 in coal mining and 4 in non-metallic mineral mining. During the same period last year, 38 fatalities were recorded in this industry. These included 26 in metalliferous mining, 7 in coal mining and 5 in non-metallic mineral mining. In the first quarter this year, 38 deaths were reported:

21 in metalliferous mining, 10 in non-metallic mineral mining and 7 in coal mining.

In manufacturing there were 32 fatalities; of these 7 were in iron and steel, 6 in transportation equipment and 5 in each of the wood products and paper products industry groups. For 1957's same period, 51 deaths were reported, including 12 in both the iron and steel and wood products group and 5 in each of the transportation equipment and non-metallic mineral product groups. Work injuries during January, February and March 1958 resulted in the deaths of 41 persons, of which there were 11 in each of the wood products and iron and steel groups and 7 in the transportation equipment industry.

Accidents in the logging industry resulted in the deaths of 32 persons during the second quarter of 1958, a decrease of 7 from the 39 that occurred during the same period last year. In the first quarter this year, 30 lives were lost in this industry.

There were 26 industrial fatalities in agriculture during the quarter under review, the same number as reported for the same period a year ago. During the first quarter of 1958, accidents in agriculture resulted in 9 deaths.

An analysis of the causes of the 297 fatalities recorded during the quarter (see chart p. 1132) shows that 79 (26 per cent) of the victims had been involved in "collisions, derailments, wrecks, etc.". Within this group the largest number of deaths were caused by automobiles and trucks (27), watercraft (27) and tractors, load-mobles, etc. (16). In the classification "struck by tools, machinery, moving vehicles or other objects," 71 (24 per cent) deaths were recorded; of these 42 were in the category "other objects," 19 involving "moving vehicles" and 10 were caused by "tools, machinery, etc.". "Falls and slips" were responsible for 68 fatalities during the period, all of which were the result of falls to different levels.

By province of occurrence, the largest number of fatalities was in Ontario where there were 113. In British Columbia there were 60 and in Quebec 37.

During the quarter under review there were 98 fatalities in April, 92 in May and 107 in June.

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For industries such as agriculture, fishing and trapping, and certain service groups, newspaper reports are the Department's only source of information; therefore coverage may not be as complete as for those industries covered by compensation legislation.

Successful Rehabilitation—XI

Eleventh in a series of articles on success in rehabilitation achieved through the precise matching of the handicapped person to the job

This is the eleventh in a series of articles illustrating that the particular demands of any job—the unique combination of skill, aptitudes and attitude required in the worker—can often be met by a disabled person, not by coincidence but by a precise matching of the person to the job.

It was written by Morton Wilson, Prairie Regional Public Relations Officer, Unemployment Insurance Commission.

The efforts of six agencies or organizations were pooled to bring about the successful rehabilitation of a tradesman afflicted with a disease that is almost always accompanied by tragedy—alcoholism.

The man was a carpenter who because of his continuous and heavy drinking had lost one job after another, as well as his confidence and self-respect, his friends and, finally, his wife and family. His family had been placed in the care of the Children's Aid Society; he had been arrested and imprisoned many times; he had been unable to keep the many jobs that had been found for him through the regular channels of the National Employment Service.

Once more he was brought before a magistrate, who asked if there were any good reason why the man should not be sent to penitentiary. The probation officer sought an answer from an NES special placements officer, brought in because the regular NES channels had proved unable to be of any more help, who recommended that the man attend the clinic for alcoholics in Toronto. When the Magistrate asked him whether, voluntarily, he would take treatment at the clinic he agreed.

When he returned from Toronto and announced that he was cured and looking for a job, the Special Placements Officer first advised him to get in touch with the local Alcoholics Anonymous branch, which was scheduled to meet the following evening. The NES officer wanted the man to meet friends who could help him to keep away from liquor and from the danger of slipping back into his old habits. Also, the Special Placements Officer wanted the man to make an effort to help himself.

When the man reported back to the National Employment Office that he had attended the "AA" meeting and would continue his association with "AA", the NES officer soon ran into difficulty during interviews which followed, when it came to light that the carpenter was deeply in arrears

to his Union, and was ashamed to approach his former union brothers. Without a union card he would have difficulty accepting any carpenter work in the area.

Moreover, he hadn't even enough money to buy working clothes and was deeply worried about not being able to feed his large family.

The Special Placements Officer then spoke with officials of three groups: the John Howard Society, the Welfare Department, and the local Carpenters' union. The John Howard Society provided money for working clothes; the Welfare Department assured that the man's family would be provided for until he had a job. The secretary of the union asked for a letter outlining the situation that could be reviewed by the union's board of stewards. When the NES officer wrote the letter he spoke of the opportunity presented in this case for the union to help a fellow tradesman.

Meanwhile, during the few days before an answer could be expected from the union, the man was advised to see his parish priest.

A couple of days later, now provided with working clothes, he was referred by NES to a temporary job which would be helpful until word was received from the union.

Then the answer came: the union recognized its responsibility to a former member, and reinstated the man for a three-month probationary period, spreading the payments of arrears over a long period so that they wouldn't cause his family any hardship.

Now, once again he was able to do the skilled work for which he was trained. While depressed conditions in construction at the time kept him from this work for a short period, the NES office found suitable carpenter employment for him, and he is happily pursuing his chosen trade today. He is also attending his "AA" meetings regularly, going to church with his family, and finding a place for himself in community affairs.

Successful rehabilitation in this case called for the co-operation of six agencies or organizations: the John Howard Society, Alcoholics Anonymous, the city's Welfare Department, the Brotherhood of Carpenters and Joiners, the church, and the Special Placements Division of the National Employment Service.

International Northern Great Plains Conference on Rehabilitation

Research in all phases of rehabilitation, especially in pre-vocational testing and evaluation, is now major need, Cleveland doctor declares

Research in all phases of rehabilitation was now a major need, particularly in prevocational testing and evaluating, and in predicting motivation, delegates to the Eighth Annual International Northern Great Plains Conference on Rehabilitation and Special Education were told. The conference was held at Saskatoon.

Dr. Mieczyslaw Peszcynski, Chief of the Department of Physical Medicine and Rehabilitation, Highland View Hospital, Cleveland, Ohio, also told the conference that the field of rehabilitation had matured and must now evaluate and criticize its own work. He stressed the need for the co-ordination of services and improvement in inter-professional communication. The shortage of qualified personnel was cited by Dr. Peszcynski as a leading factor impeding progress at the present time.

* * *

In Newfoundland a series of weekly radio talks on the problems of the handicapped is being broadcast by a St. John's radio station. The series was arranged by the Provincial Co-ordinator of Rehabilitation.

The series, called "The Other Worker," presents talks by representatives of voluntary agencies and government departments, and other individuals interested in rehabilitation. Interviews with handicapped persons and employers who have disabled workers on their payroll are planned.

* * *

The Canadian Welfare Council in a policy statement entitled "Social Security for Canada" includes the following:

"Another major objective of a social security program should be to help employable persons maintain or regain the ability to be self-supporting, and to help handicapped persons to develop abilities which would permit their entry into gainful employment."

Under what it terms "basic considerations for a public assistance program," the Council's statement says:

"The number of persons requiring public assistance should be reduced as much as

possible, both through the adoption of preventive measures and through the development or expansion of social insurance and/or statutory welfare payments. The importance of prevention cannot be too strongly stressed. Preventive measures should include maintaining a high level of employment, employment policies that encourage the hiring of people of mature years, retirement measures that will allow people to work beyond the usual retirement age, vocational guidance and training, and the rehabilitation of the disabled...

"One of the objectives of a public assistance program, as of all social welfare measures, should be to enable people to live as normal lives as possible. Programs, therefore, should make available such health and social services as may contribute to rehabilitation and prevent further development of the factors that contribute to dependency, such as ill health, lack of occupational skills, poor personal relationships, or bad family management. In any consideration of, or planning for, public assistance, adequate recognition should be given to these related services, which are an integral and essential part of a total program."

* * *

Ottawa Neighbourhood Services has announced that it will erect another building. This will be the second new building for the Services within a two-year period. Approximately 65 handicapped persons are currently employed in its workshops.

In Montreal a new organization, the "Association of Blind Workers of Montreal", has been formed. In collaboration with the Canadian National Institute for the Blind, the new group will seek to find more and better jobs for the blind and to prove that a blind worker can do a job with great ability if given the opportunity."

* * *

At Fredericton the Kinsmen Club presented a \$1,500 cheque to the Forest Hill Rehabilitation Centre. The money will be used to furnish two rooms at the Centre.

Change in Women's Employment Situation, July 1957 to July 1958

The Dominion Bureau of Statistics recently reported that "employment for men at July 1, 1958 was 5 per cent lower than at July 1, 1957. Employment for women was down 2 per cent over the year."^{*} At first glance this seems to contradict the figures from the regular monthly labour force sample survey, which show an over-all increase in female employment of 57,000 between July 1957 and July 1958.

It should be pointed out that the figures on employment and payrolls are as reported by employers of 15 or more persons, and they do not include agriculture. With the exception of agriculture, the figures from the Labour Force Survey as well as employment and payrolls data show that industries with a higher level of employment in July 1958 than a year earlier recorded gains for both men and women whereas those that were down were down for both sexes.

The gains were in service, trade, finance and public utilities. According to the Labour Force Survey, by far the greatest rise was in the service industry, which accounts for roughly one fifth of the total working force. Because more than 40 per cent of all women workers are in the service industry as against 14 per cent of working men, an increase in the number of service jobs makes a greater impact on the employment situation of women than of men.

The big drop in number of persons with jobs took place in manufacturing. Women as well as men were affected. In fact the percentage drop was greater for women.

In agriculture the sexes exhibited quite distinct patterns of employment: female employment was up 23,000 while employment of men fell by 50,000. Since agricultural workers make up a much higher proportion of the male than of the female labour force, the drop in agriculture alone was equal to 70 per cent of the 72,000 decrease in total male employment. The change in the opposite direction for women meant that 40 per cent of the 57,000 increase in employment of women was attributable to agriculture. The service industry provided by far the greatest addition to jobs for women; agriculture provided the next most important addition.

Because a high proportion of service workers are employed in establishments where there are fewer than 15 workers, the report on employment and payrolls deals with only a fraction of the number in this industry as reported in the Labour Force Survey. Many factory workers are also in establishments too small to report.

The subdividing of data on employment and payrolls helps to throw light on why the increase in women employed in the service industry swells the labour force totals more than those on employment and payrolls. Hotels and restaurants account for more than half of the workers in the service industry reported in *Employment and Payrolls*. In this segment of the industry men outnumber women somewhat, but the difference is not great. In laundries there are nearly twice as many women as men but in the recreational and business services men far outnumber women; employment in these services has increased 17 per cent as against less than 5 per cent for the service industry as a whole. This helps to explain why the percentage increase in employment in the service industry as reported in *Employment and Payrolls* is somewhat greater for men than for women, while the labour force figures show a gain for women of 7 per cent as against just 2 per cent for men.

Among the main reasons, therefore, for the discrepancy between the two sets of figures are the fact that reports on employment and payrolls come from employers of 15 or more (which excludes a higher proportion in the service industry, for example, than in others), and they do not include agriculture.

The change in the women's employment situation between July 1957 and a year later may be summarized as follows: there was a considerable drop in the number of women with jobs in manufacturing; except for the service industry, which provided by far the greatest addition to jobs for women, increase in farm work was the most important factor in the over-all rise in female employment. Since agricultural workers are not reported in *Employment and Payrolls* it showed a net drop in employment of women.

^{*}*Employment and Payrolls*, July 1958, p. 3.

50 Years Ago This Month

W. L. Mackenzie King retires from post of Deputy Minister of Labour to seek election as Member of Parliament. Prime Minister reveals that Government considering establishment of a separate Labour portfolio

The resignation of W. L. Mackenzie King from the post of Deputy Minister of Labour during the previous month was reported in the *LABOUR GAZETTE* of October 1908. Mr. King, who had been Deputy Minister since the Department was established in 1900, gave as his reason for resigning his intention of running for election as Liberal candidate in his native constituency of North Waterloo.

In the course of his reply to Mr. King's letter of resignation, the Minister, Hon. Rodolphe Lemieux, said: "I am satisfied that your career of usefulness has but commenced, and that our common country will get great good from this bold and original step which you have taken."

The 24th annual convention of the Trades and Labour Congress of Canada, held in Halifax in September, was reported at length in the October 1908 *LABOUR GAZETTE*. Every province except one had been represented. The delegates numbered 91; 34 representing 19 Trades and Labour Councils and 57 representing 47 trade unions.

In its summary of the report of the TLC executive, the *LABOUR GAZETTE* said: "The hope was expressed that the present time will witness the union of all workers to place labour members on the floor of Parliament".

The report of the executive referred to the large influx of immigrants during the year, and reaffirmed its previous stand on the question. It also referred to the good results of the work of a representative who had been sent by the Congress to Great Britain to acquaint prospective emigrants with labour conditions in Canada. Later the convention decided to ask for a contribution of 10 cents per capita from local unions to enable the executive to send another representative.

Resolutions adopted by the convention included one which approved restrictions on immigration from the Orient.

Another resolution asked that the trades immediately affected by the Industrial Disputes Investigation Act be requested to submit to the executive council their suggestions for "amendments to make the bill effective from the working class standpoint," that the executive council should endeavour

to get the Government to enact the amendments suggested, and that if the Government refused to do this the Congress should take a referendum of the trades affected on the advisability of repealing the Act.

Other resolutions passed asked for:

—Measures for more effective enforcement of fair wage schedules in government contracts.

—An immediate increase in the pay of letter carriers "in keeping with present conditions".

—The setting aside by the respective governments of enough land in every province to provide funds for a supply of free school books, such land to be "held in perpetuity as public property".

—The establishment by the Government of Canada of an old age pension fund.

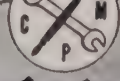
—The executive for Quebec to be instructed to start an agitation to force the provincial government to grant free education.

—The abolition of the requirement of a \$200 deposit by candidates for election to the House of Commons.

Wage rates were generally stationary during September 1908, but on the whole they were lower than at the same time the year before. However, a number of mechanics and labourers employed by the provincial Government at Quebec City had their wages increased from a range of \$8.75 to \$10.50 to a range of \$10.50 to \$12.25 a week.

On September 21 the first section of the Grand Trunk Pacific Railway completed for traffic was formally opened at Winnipeg. This section ran from Winnipeg to Wainwright, Alta., a distance of 666 miles. At the outset three trains a week each way were to be run by the construction company which still controlled the line. The Moose Jaw-Edmonton line of the CPR was also opened during September.

Speaking at Berlin, Ont., on September 24, the Prime Minister, Sir Wilfrid Laurier, said: "The time has come when the Government feels that it should create a department of labour". He said he intended to submit the question to his colleagues "and the representatives of the people of Canada in Parliament".



TEAMWORK in INDUSTRY

At the beginning of this year a carefully-planned safety campaign was put into operation at the St. Thomas, Ont., plant of Canada Iron Foundries. The campaign was effective from the very start—in April, the Secretary of the Safety First Committee, T. H. Wood, was able to report that there had been only three lost time accidents, compared with 10 in the same period in 1957, while accidents requiring medical attention had dropped from eighteen to ten.

All plant employees at Canada Iron Foundries have been divided into six groups of equal size, the assignments being made in such a way that plant hazards are shared as equally as possible. The six groups thus have an equal chance of achieving a safety record.

In effect, these six groups compete against each other every month for the honour of the plant safety record and for the cash award that goes with it.

Each group starts the month with 1,000 points, and points are deducted whenever a member incurs a penalty. A daily record of the standings of the six groups is kept on a large notice board within the plant and each day a plant employee, whose clock number is posted, is responsible for bringing the board up to date.

A group loses points for any of the following reasons:

1. Compensation case—5 or more days lost—150 points
2. Lost-time accident—1 to 4 days lost—100 points
3. Failure to report an accident immediately—100 points
4. Medical aid requiring treatment by a doctor—50 points
5. Failure of a group leader to attend a Safety First meeting—50 points
6. Failure to carry out instruction given by a doctor or nurse—25 points
7. Failure to change the Work Safety Record Board—25 points

The group which ends each month with the fewest penalties—that is, with the highest number of points—wins a cash award of \$30. A group member found not wearing the prescribed safety shoes or safety glasses is not eligible for a share in his group's winnings. Each month the com-

pany also awards a \$10 cash voucher to the member of an employee's family who can repeat the safety slogan for that particular month, when asked for it by telephone. In this way, the company hopes to extend the idea of safety first beyond the plant to the home of all employees.

A representative from each group is appointed to the plant Safety Committee. Appointments are for a six-month term, and are rotated among the members of the group.

Three of these group leaders carry out a weekly inspection of safe working conditions in each department and a report of this inspection is circulated to the various shop supervisors for their attention.

The safety campaign at Canada Iron Foundries has the full support and co-operation of local 4815 of the United Steelworkers of America, which represents the employees.

* * *

After careful study over the past several months by the management of North Western Pulp and Power Ltd., Hinton, Alta., and the officers of Local 855 of International Brotherhood of Pulp, Sulphite and Paper Mill Workers, it was decided to form a Mutual Interest Board as another medium to weld together the good employer-employee relations existing at this time.

The Board makes possible the active participation of employees in plant operations.

The purpose of the Mutual Interest Board is to promote such matters as improvement of company services, safety, good public relations, recreation and social programs, lower operation costs, less tardiness, less waste, less damage to equipment, and good housekeeping.

* * *

A new booklet, *Teamwork in Action*, has been released by the Labour-Management Co-operation Service and is available to interested parties through field representatives of the Service or directly from Ottawa.

The booklet deals with the practice of joint consultation in six Canadian companies as described in various issues of *Teamwork in Industry* during 1957.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and other Proceedings before the Canadian Labour Relations Board

The Canada Labour Relations Board met for two days during August. The Board issued five certificates designating bargaining agents and ordered one representation vote. During the month the Board received ten applications for certification, one application for revocation of certification, and allowed the withdrawal of three applications for certification.

Applications for Certification Granted

1. National Association of Broadcast Employees and Technicians, on behalf of a unit of office, general service, radio and television employees of Northern Radio-Radio Nord Inc., employed by the company at its head office in Rouyn, and at stations CKRN and CKRN-TV in Rouyn, CKVD in Val d'Or, and CHAD in Amos, all in Quebec (L.G., Aug., p. 881).

2. Canadian Guards Association, on behalf of a unit of security guards below the rank of sergeant employed by Canadian Arsenals Limited at Long Branch, Ont. (L.G., Aug., p. 881).

3. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of unlicensed personnel employed by Northumberland Ferries Limited, Charlottetown, P.E.I., on ferries operating between Wood Islands, P.E.I., and Caribou, N.S. The Seafarers' International Union of North America intervened. (L.G., Sept., p. 980).

4. Elliot Lake—Stanleigh Office Workers' Union, Local 1574 of the Canadian Labour Congress, on behalf of a unit of office and technical employees of the Stanleigh Uranium Mining Corporation Limited at Elliot Lake, Ont. (L.G., Sept., p. 980).

5. Quirke Lake—Can-Met Office Workers Union, Local 1575 of the Canadian Labour Congress, on behalf of a unit of office and technical employees of Can-Met Explorations Limited at Quirke Lake, Ont. (L.G., Sept., p. 980).

Representation Vote Ordered

Brotherhood of Locomotive Engineers, applicant, Canadian National Railways (Newfoundland District), respondent, and Brotherhood of Locomotive Firemen and Enginemen, intervener (L.G., Aug., p. 882). The Board directed that the names of both the applicant and intervener be placed on the ballot (Returning Officer: W. L. Taylor).

Applications for Certification Received

1. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Husband Transport Limited, operating in and out of its Montreal terminal (Investigating Officer: C. E. Poirier).

2. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, on behalf of a unit of maintenance employees of Wheeler Air Lines Ltd., St. Jovite, Que. (Investigating Officer: C. E. Poirier) (see Applications Withdrawn).

3. The Association of Drivers of Canadian Coachways Ltd., on behalf of a unit of bus drivers employed by Canadian Coachways Ltd., Edmonton, Alta. (Investigating Officer: D. S. Tysoe).

4. International Union of Operating Engineers, Local 115, on behalf of a unit of construction equipment operators employed by Dawson & Hall Limited in the Yukon Territory (Investigating Officer: D. S. Tysoe).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

5. International Union of Operating Engineers, Local 115, on behalf of a unit of construction equipment operators employed in the Yukon Territory by the John A. MacIsaac Construction Co. Ltd., Whitehorse, Y.T. (Investigating Officer: D. S. Tysoe).

6. International Union of Operating Engineers, Local 115, on behalf of a unit of construction equipment operators employed by the Poole Construction Company Limited in the Yukon Territory (Investigating Officer: D. S. Tysoe).

7. District 50, United Mine Workers of America, on behalf of a unit of employees of AMF Atomic (Canada) Limited, Port Hope, Ont. (Investigating Officer: T. B. McRae).

8. Western District Diamond Drillers' Union, Local 1005, International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of T. Connors Diamond Drilling Co. Ltd., employed in the Yukon Territory (Investigating Officer: D. S. Tysoe).

9. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, on behalf of a unit of maintenance employees of Wheeler Air Lines Ltd., St. Jovite, Que. (Investigating Officer: C. E. Poirier).

10. Automotive Lodge 1857, International Association of Machinists, on behalf of a unit of mechanics employed by Gill Interprovincial Lines Ltd., Vancouver (Investigating Officer: D. S. Tysoe).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch, also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907, until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The Territories of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Applications for Certification Withdrawn

1. Automotive Lodge 1857, International Association of Machinists, applicant, and Gill Interprovincial Lines Ltd., Vancouver, respondent (L.G., Sept. p. 980). (A new application affecting this same unit of employees was submitted later in the month.)

2. Hotel and Restaurant Employees' and Bartenders' International Union, Local 28, applicant, and Canada Railway News Company Limited, respondent (Great Northern Station, Vancouver) (L.G., Sept., p. 980).

3. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, applicant, and Wheeler Air Lines Ltd., St. Jovite, Que., respondent (see Applications Received, item 2; a new application affecting this same unit of

employees was submitted later in the month).

Application for Revocation of Certification

Members of bargaining unit employed on *MV Imperial Namu*, *MV Imperial Nanaimo*, and *Barge No. 10*, applicants, the Seafarers' International Union of North America, Canadian District, respondent, and Imperial Oil Limited, Vancouver, respondent (Investigating Officer: D. S. Tysoe). The application was for revocation of the certification issued by the Board May 28, 1957, to the Seafarers' International Union of North America, Canadian District, in respect of a unit of unlicensed employees, including cooks, employed by the company aboard the vessels named (L.G., July 1957, p. 840).

Conciliation and other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During August, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. Smith Transport Limited and Transport Drivers, Warehousemen and Helpers Union, Local 106 (Conciliation Officer: R. Trépanier).

2. Superior Cartage (Lakehead) Limited and Local 990, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. S. Gunn).

3. Canadian Broadcasting Corporation (Building and Maintenance Employees) and Association of Radio and Television Employees of Canada (Conciliation Officer: F. J. Ainsborough).

4. Hill the Mover (Canada) Limited, Ottawa, and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

5. Hill the Mover (Canada) Limited, Toronto, and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

Settlements by Conciliation Officers

1. Canadian Arsenals Limited (Gun Ammunition Division), Lindsay, and International Union of Operating Engineers, Local 796 (Conciliation Officer: F. J. Ainsborough) (L.G., Sept., p. 980).

2. B.C. Airlines Limited, Vancouver, and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: D. S. Tysoe) (L.G., Aug., p. 882).

3. Union Steamships Limited, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie) (L.G., Aug. p. 882).

4. Radio Roberval Inc., and the Syndicate of Employees of CHRL (Conciliation Officer: C. E. Poirier) (L.G., Aug., p. 882).

5. Stanleigh Uranium Mining Corporation Limited, Algoma, and International Union of Operating Engineers, Local 796 (Conciliation Officer: F. J. Ainsborough) (L.G., May, p. 494).

Conciliation Boards Appointed

1. Canadian Pacific Transport Limited, Winnipeg, and Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 198 (L.G., Aug., p. 882).

2. Robin Hood Flour Mills, Limited, Calgary, and United Packinghouse Workers of America, Local 326 (L.G., July, p. 755).

3. Empire Stevedoring Company Limited, Canadian Stevedoring Company Limited, Western Stevedoring Company Limited, Louis Wolfe and Sons (Vancouver) Limited, Victoria and Vancouver Stevedoring Company Limited, and Local 507, International Longshoremen's and Warehousemen's Union (L.G., June, p. 629).

4. Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (L.G., Sept., p. 980).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in August to deal with a dispute between Canadian Pacific Transport Limited, Winnipeg, and Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 198 (see above) was fully constituted in August with the appointment of Dean G. P. R. Tallin, QC, Winnipeg, as Chairman. Dean Tallin was appointed on the joint recommendation of the other two members, Harold J. Riley, QC, and Alistair Stewart, both of Winnipeg, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in August to deal with a dispute between Robin Hood Flour Mills Limited, Calgary, and United Packinghouse Workers of America, Local 326, (see above) was fully constituted in August with the appointment of Irwin A. Blackstone, Calgary, as Chairman. Mr. Blackstone was appointed by the Minister in the absence of a joint recommendation from the other two members, Hugh John MacDonald, MLA, QC, and Robert Scott, both of Calgary, who were previously appointed on the nomination of the company and union respectively.

3. The Board of Conciliation and Investigation established in July to deal with a dispute between Polymer Corporation Limited, Sarnia, and Oil, Chemical and Atomic Workers International Union, Local 16-14 (L.G., Sept., p. 981) was fully constituted in August with the appointment of Prof. C. H. Curtis, Kingston, Ont., as Chairman. Prof. Curtis was appointed by the Minister

in the absence of a joint recommendation from the other two members, G. C. Richardes, Windsor, Ont., and Gordon Milling, Toronto, who were previously appointed on the nomination of the company and union respectively.

Board Reports Received during Month

1. Association of Lake Carriers (Canada Steamship Lines Limited, N. M. Paterson and Sons Limited, Colonial Steamships Limited, Upper Lakes and St. Lawrence Transportation Company Limited, Mohawk Navigation Company Limited, Hall Corporation of Canada, Beaconsfield Steamships Limited, Sincennes-McNaughton Line Limited, and La Verendrye Line Ltd.) and National Association of Marine Engineers of Canada, Inc. (L.G., July, p. 756). The text of the report is reproduced below.

2. Guy Tombs Marine Services Limited, Montreal, Davie Transportation Limited, Montreal, and Quebec Paper Sales and Transportation Limited, Quebec, and Seafarers' International Union of North America, Canadian District (L.G., June, p. 630). The text of the report is reproduced below.

Strikes following Board Procedure

1. Newfoundland Employers Association Limited, St. John's, and Longshoremen's Protective Union (L.G., Sept., p. 983). Employers declared suspension of general cargo shipping at St. John's effective August 21, 1958.

2. Shipping Federation of British Columbia and International Longshoremen's and Warehousemen's Union (Locals 501, 502, 503, 504 and 508) (L.G., Sept., p. 992). Stoppage of work occurred August 21.

Report of Board in Dispute between

Association of Lake Carriers
and

National Association of Marine Engineers of Canada, Inc.

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in this matter presents herewith its unanimous report.

The Board was composed of H. Carl Goldenberg, QC, chairman; Francis Gerity, nominee of the employee; and Colin A. Gravenor, nominee of the bargaining agent.

Proceedings before the Board opened in Montreal on May 28, 1958, and were concluded on June 11, 1958. Each party presented its case at length and was afforded an opportunity for rebuttal.

The Board finds that the parties reached agreement or understanding with respect to a number of demands made by the union and that 10 matters remain in dispute.

Having heard and examined the submissions of the parties, the Board finds and recommends on the said matters as is hereinafter set out.

PART I

General Considerations

In its consideration of and recommendations upon the several proposals put forward by the union, the Board has found it

necessary to consider the status and general position of the engineer officers serving on a vessel. This arises out of an inconsistency between the union's claim in respect of the status of its membership and some of its proposals which in fact deny the status claimed.

The engineer officer is not just another employee of the shipowner. His position must be one of responsibility since, in any case, this is assigned by the provisions of the law. Before an engineer officer can achieve status he must possess a certificate of the proper class, as set forth in appropriate enactments of the Parliament of Canada. The conduct and ability of an engineer officer may be made the subject of an inquiry as to his competency, misconduct or default while serving as an officer on board a Canadian ship. As a holder of such a certificate he may find it cancelled or suspended if he is found wanting in these respects.

In addition to the responsibilities assigned by law, an engineer officer is in fact in charge of machinery during his watch and, as such, responsible for his performance and for the work of the unlicensed personnel under his supervision. In the carrying out of any necessary work upon the ship's machinery, not only are his own skills directly involved but he must direct other personnel and labour. Accordingly, his work and status are not in the same category as in the case of the unlicensed personnel.

In coming to its several recommendations, the Board has borne these facts in mind. Any other consideration of their problems would lead to engineer officers being categorized merely as mechanics under the direction of a chief engineer.

The Board has also found it necessary to consider the general situation of the Great Lakes shipping industry in the light of the approaching completion of the St. Lawrence Seaway. In this connection it has taken cognizance of the report of the Royal Commission on Coasting Trade, which was recently tabled in the House of Commons. It draws particular attention to the following paragraph appearing on page 107 of the report.

The greatest concern expressed was with respect to the future of Canadian registered lakers in competition for inland bulk cargoes, including the inland movement of grain destined for export. The trades at stake are both coasting and international. *The fears appear justified.* Under present tax structures, a specialized ocean-going bulk carrier on U.K. registry may have an advantage not

During August, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the National Association of Marine Engineers of Canada, Inc. and the Association of Lake Carriers, Montreal (Canada Steamship Lines Limited, N. M. Paterson & Sons Limited, Colonial Steamships Limited, Upper Lakes & St. Lawrence Transportation Company Limited, Mohawk Navigation Company Limited, Hall Corporation of Canada, Beaconsfield Steamships Limited, Sincennes-McNaughton Line Limited, La Verendrye Line, Ltd.).

The Board was under the Chairmanship of H. Carl Goldenberg, QC, Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Francis Gerity, Toronto, and Colin A. Gravenor, Montreal, nominees of the association and union respectively.

The text of the report is reproduced here.

only over a Canadian registered laker built in Canada but also over one built in the United Kingdom or otherwise acquired at comparable costs. While existing lakers would be operated for their remaining useful life, competition may force Canadian operators to arrange in future for the seasonal chartering of suitable United Kingdom vessels built for the purpose.

(The emphasis is ours.)

Our analysis of the situation leads us to conclude that the industry and, therefore, its employees face an uncertain future, which lends emphasis to the difficulties with which we have been confronted. This uncertainty arises from the competition which is in prospect from ships of Commonwealth and foreign registry. It must be conceded that these ships can be built and operated at substantially lower cost than the ships of the Association of Lake Carriers. The employer has not hitherto had to meet such competition except from such small vessels as have been able to pass through the St. Lawrence canal system, a requirement that severely restricted their carrying capacity.

Stability with its necessary ingredient, labour peace, is considered by the Board to be essential at this time. The Board recognizes the fact that the employees have made very substantial progress in wages, hours, and working conditions during the past few years. It is of the opinion that some of the further objectives which they may seek would be better deferred until the employer has had an opportunity to prepare to meet the anticipated competition. Among the problems which the employer faces are the tolls which will be charged for the use of the Seaway and the requirement

of considerable financing to build replacements for obsolete ships which cannot be expected to use the new facilities economically. There are also other problems to be solved.

WE ARE, THEREFORE OF THE OPINION THAT THE INDUSTRY AT THIS STAGE MUST BE ASSURED OF A MINIMUM PERIOD OF STABILITY AND THAT THE MINIMUM IS AT LEAST TWO YEARS. ACCORDINGLY:

- (1) We recommend a two-year collective agreement, and this recommendation is basic.
- (2) We must also emphasize that our recommendations which now follow, considered as a whole, are, in our opinion, the maximum concessions that each party can fairly be asked to make at the present time.

PART II

Principal Issues

Hours of Work

The union demands a normal work week of 5 days of 8 hours each, Monday through Friday, and compensatory payment for all hours worked in excess of 40 hours per week. The employer submits that the nature of the operation on the Great Lakes makes it physically impossible to inaugurate a regular 40-hour week. Since neither party was prepared to recede from its position, the door was closed to discussion of an alternative basis.

Having considered the representations of the parties, the Board finds that 3 important facts emerge, of which it must take cognizance:

First: The industry is a seasonal one having some 8 months of the year in which navigation can be safely conducted, although the period of employment of the engineer officer is longer than that of the unlicensed personnel. Even where the full season of navigation is available to the employer, cargoes do not always offer so as to enable the ships to be continuously employed.

Second: The nature of the cargo carried, together with the methods of loading and discharge, make rapid turnaround at terminal ports a prime consideration of efficient management.

Third: It appears to us to be impossible for an owner operating on the Great Lakes to schedule his operation in such a way as to reproduce conditions of shore employment to which a 5-day, 40-hour week can be effectively applied. There is, further, an apparent difference between the shipping operation on the Great Lakes and vessels operating in a regular and scheduled ferry

service. In this connection the Board notes that the concluding paragraph of clause 8 ("Rates of Pay") of the last agreement between the parties reads as follows:

It is expressly acknowledged and agreed by and between the parties hereto that the above rates of wages compensate the marine engineer officers for the fact that the nature of the operation of the company's vessels renders it impossible to effect any reduction of actual working hours, notwithstanding that in previous negotiations the association requested a reduction of working hours to forty (40) hours per week; and that the above rates of wages have been granted to and accepted by the association and the marine engineer officers in full satisfaction of all demands for the institution of a forty (40) hour week.

The Board finds that operating conditions on the Great Lakes have not changed since this paragraph was agreed to.

Considering all of the foregoing, as well as the actual and potential competitive aspects of the Great Lakes operation, the Board finds that it cannot approve the union's demand. However, since the employees, owing to the nature of the employment which they have voluntarily chosen, are not in a position to enjoy some of the benefits available to employees in other industries, the Board is of the opinion that they are entitled to a compensatory payment in lieu thereof. Accordingly, having regard to the position of the engineer officer and to the continuity and length of his employment during the navigation season, the Board recommends as follows:

All engineer officers covered by the agreement between the parties shall be entitled to receive 24 days' basic pay in lieu of vacation, instead of 16 days as provided in clause 9 of the last agreement; that for shorter periods of service they shall receive a pro rata payment; and that, if separated from their employment, they shall be entitled to receive their vacation pay regardless of the cause of separation.

Wages

In the last agreement between the parties wages were on a 30-day monthly basis, 8 hours per day. The union now demands that the monthly wage shall apply to a 5-day, 40-hour week with overtime at increased rates for all work performed in excess of 8 hours per day and on Saturday and Sunday. It was submitted by the employer that the union was in effect demanding an increase of more than 60 per cent. An exhibit filed by one of the companies showed that when applied to its operations the proposed increase ranges from 58.2 per cent to 61.1 per cent. This was not denied by the union.

Having given careful consideration to the submissions of the parties and having examined relevant facts, including existing

wage schedules and earnings and changes in the Consumer Price Index since January 1, 1956, the Board rejects the union's demand and recommends as follows:

The rates of pay of engineer officers shall be increased for each classification by 9 per cent, of which an increase of 5 per cent shall be retroactive to the beginning of the 1958 navigation season and the remaining 4 per cent shall become effective at the beginning of the 1959 navigation season.

With respect to overtime, the Board recommends that in no case shall the overtime rate for engineer officers on an hourly basis be less than that paid to unlicensed engine-room personnel, and that the overtime rates shall provide for appropriate differentials.

Manning Scale

The union has requested that the employer place in effect a minimum manning scale for each vessel as an integral part of the collective agreement. The employer maintains that its ships are more than adequately manned, that it is subject to and bound by the provisions of the Canada Shipping Act, and that the requirements of its underwriters must be met in maintaining adequate insurance to cover the fleets.

The union's proposal is new. There was no provision for a manning scale in previous collective agreements between the parties. The Board finds that the adequate manning of steamships and the efficiency of personnel are generally conceded to be matters connected with the seaworthiness of the ship. In this respect the Board has taken notice of certain statutory provisions enacted by the Parliament of Canada, namely, The Canada Shipping Act, 1952, chapter 29, and The Criminal Code, 2-3 Elizabeth II, chapter 51. The attention of both parties is drawn, more particularly, to Section 407 of the Canada Shipping Act, which reads as follows:

407. (1) Every steamship registered in Canada shall be manned with a crew sufficient from the point of view of safety of life for the purpose of her intended voyage, and shall, during such voyage, be kept so manned.

(2) If any of the provisions of this section are not complied with in the case of any steamship, the owner, if in fault, is liable, in respect of each offence, to a fine not exceeding five hundred dollars, and the master, if in fault, is liable in respect of each offence, to a fine not exceeding two hundred and fifty dollars.

In consideration of the foregoing and of the special provisions of Section 115 (1) of the Canada Shipping Act, which requires that ships be provided with certificated engineers according to a scale set out therein, and of Section 115 (2) of the Act, which requires that there be such number

of engineers as will assure reasonable periods of watch, having due regard to the length of any voyage and other related circumstances, the Board finds that it cannot recommend a minimum manning scale as demanded by the union.

PART III

Other Issues

Pay in Lieu of Vacations

The union demands that all engineers shall receive 10 per cent of their daily rate for every day of employment with the company.

The Board's recommendation on pay in lieu of vacations is embodied in its recommendation under the heading "Hours of Work".

Statutory Holidays

The union demands penalty rates for work done on 8 statutory holidays. The Board finds that this would involve a scheduling of steamship operations as in an industrial plant on shore, which is not practical, and, therefore, cannot recommend that this demand be granted.

Guaranteed Season Salary

The union demands that all engineers shall be guaranteed a minimum of 9 months' work from fit-out to lay-up.

The Board understands that the navigation season for marine engineers is at least nine months and longer in certain cases and does not recommend that the union's request be granted.

Security Watch

The union demands an additional day's pay during fit-out, lay-up and dry-docking periods, if an engineer is required to remain aboard for security purposes only after completing his 8 hours work or on Saturday and Sunday.

The Board finds that it cannot recommend that this demand be granted.

Premium Rates

The union demands a premium rate of \$2 per hour for engineers required to work in boilers, furnaces and other enclosed hot space. The Board cannot recommend that this demand be granted.

The union also demands a premium rate of \$2 per day for engineers on vessels carrying explosives in 100 ton lots or over. The Board is advised that agreement on this demand has been reached by the parties and recommends that effect be given to such agreement.

Subsistence Allowance

The union demands that officers be paid \$12 per day for room and board ashore when such accommodation is not available aboard the vessel.

The Board finds that the employer as a general rule pays the bills for reasonable room and board ashore for marine engineers when proper vouchers are produced. While the Board cannot recommend that the union's request be granted, it is of the opinion that the parties can agree on a mutually satisfactory provision with respect to subsistence allowance.

Duties Other Than Those of Engineer

The union demands that engineers shall not be required to perform certain work such as scaling, painting, chipping, firing the boilers, etc., and that if required to perform such duties they shall receive payment on the basis of overtime rates.

The Board notes that Clause 15 (b) of the last agreement between the parties reads as follows:

Except in emergency, marine engineer officers will be required to do only the work and perform only the duties normally expected of one of his rank.

It appears to the Board that the matter in issue is properly covered by the wording of Clause 15 of the last agreement combined with the grievance procedure. Upon the representations made, the Board is of the opinion that scaling, painting, and chipping, are not properly duties to be performed by a marine engineer, and that if an engineer is called upon to perform such duties or other duties not properly those of an engineer, he should have recourse to the grievance procedure.

Accordingly, the Board does not find it necessary to recommend a change in the existing provision.

The whole of the foregoing comprising the unanimous report of the Board is respectfully submitted this 30th day of July, 1958.

(Sgd.) H. CARL GOLDENBERG,
Chairman.

(Sgd.) FRANCIS GERITY,
Member.

(Sgd.) COLIN A. GRAVENOR,
Member.

Report of Board in Dispute between

Guy Tombs Marine Services Limited, Montreal, Davie Transportation Limited, Montreal, and Quebec Paper Sales and Transportation Company Limited, Quebec

and

Seafarers' International Union of North America, Canadian District

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in this matter herewith presents its report.

During August the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Seafarers' International Union of North America, Canadian District, and Guy Tombs Marine Services Limited, Montreal; Davie Transportation Limited, Montreal; and Quebec Paper Sales and Transportation Company Limited, Quebec.

The Board was under the chairmanship of H. Carl Goldenberg, QC, Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Marcel Belanger, C.A., Quebec, and Bernard Boulanger, Montreal, nominees of the companies and union respectively.

The text of the report is reproduced here.

The Board was composed of—H. Carl Goldenberg, QC, chairman; Marcel Belanger, nominee of the employers; Bernard Boulanger, nominee of the bargaining agent.

Proceedings before the Board opened in Montreal on June 6, 1958, and were concluded on June 25, 1958. Each party presented its case at length and was afforded an opportunity for rebuttal.

At the final hearing before the Board the union reduced its demands to four, covering hours of work, wages and overtime, statutory holidays, and a manning scale. The parties could not reach agreement on these matters.

Having heard and examined the submissions of the parties, the Board finds and recommends on the said matters in dispute as is hereinafter set out.

Hours of Work

The union demands a normal work week of five days of eight hours each, Monday

through Friday, and compensatory payment for all hours worked in excess of 40 hours per week. The employers submit that the nature of their operation makes it physically impossible to inaugurate a regular 40-hour week. Since neither party was prepared to recede from its position, the door was closed to discussion of an alternative basis.

Having considered the representations of the parties, the Board finds that the industry is a seasonal one having some seven months of the year in which navigation can be safely conducted, and that it appears to be impossible for an owner to schedule his operation in such a way as to reproduce conditions of shore employment to which a 5-day, 40-hour week can be effectively applied. The Board has sought a solution to this problem but has failed to find any.

Considering the foregoing, the Board finds that it cannot approve the union's demand. However, since the employees, owing to the nature of the employment which they have voluntarily chosen, are not in a position to enjoy some of the benefits available to employees in other industries, the Board is of the opinion that they are entitled to a compensatory payment in lieu thereof. Accordingly, the Board recommends as follows:

All employees covered by the agreement between the parties shall be entitled to receive 21 days' basic pay in lieu of vacation, instead of 14 days as provided in clause 8 of the last agreement, and that for shorter periods of service they shall receive a pro rata payment.

In consequence, it is the recommendation of the Board that clause 8 (a) of the last agreement shall be amended by substituting (21) for (14) in the second line thereof, and that clause 8 (b) shall be amended by substituting (21) for (14) in the third line thereof and 21/270ths for 14/270ths in the fourth line thereof.

(a) Wages

The union demands from the employers the same improvements in wages as it has requested from the Great Lakes shipping industry so that the employees be placed on an equal plane with the seamen on the Great Lakes. It demands that the monthly wage shall apply to a 5-day 40-hour week with overtime at increased rates for all work performed in excess of eight hours per day and on Saturday and Sunday. It was submitted by the employers that the union was in effect demanding an increase of 125 per cent in present wages. It was further submitted by the employers that having regard to their ability to pay, no increase is warranted at the present time. The union took issue with the employers' position.

The Board has given careful consideration to the submissions of the parties. It finds that the employers' operation is very different from that of the Great Lakes shipping industry both in its nature and in its financial results. Accordingly, having examined the relevant facts, including existing wage schedules and changes in the Consumer Price Index since January 1, 1956, the Board rejects the union's demand and recommends as follows:

The rates of pay of the employees covered by the agreement between the parties shall be increased for each classification by 9 per cent, of which an increase of 5 per cent shall be retroactive to the beginning of the 1958 navigation season and the remaining 4 per cent shall become effective at the beginning of the 1959 navigation season.

The employers' nominee on the Board dissents from this recommendation and recommends no increase in wages, as appears more fully from the memorandum of dissent hereinbelow.

(b) Overtime

With respect to the union's demand for overtime, the Board recommends no change in the provisions of the last contract.

Statutory Holidays

The union submits that the employees only receive five of the eight statutory holidays recognized by the employers. The Board points out that the union is under a misapprehension in this respect since Saint-Jean Baptiste and All Saints' Day, which fall within the navigation period, were substituted for New Year's Day and Christmas Day in the last agreement.

The union demands that penalty rates be paid for work done on statutory holidays. The Board finds that this would involve a scheduling of the steamship operation as in an industrial plant on shore, which is not practical, and, therefore, cannot recommend that this demand be granted.

Manning Scale

The union demands that the employers place in effect a minimum manning scale for each vessel as an integral part of the new agreement in order to promote safe working conditions for crew members. The employers maintain that their ships are adequately manned and that they are subject to and bound by the provisions of the Canada Shipping Act.

The Board finds that the adequate manning of steamships and the efficiency of personnel are generally conceded to be matters connected with the seaworthiness of the ship. In this respect the Board has taken notice of certain statutory provisions enacted by the Parliament of Canada, namely, The Canada Shipping Act, 1952,

chapter 29, and The Criminal Code, 2-3 Elizabeth II, chapter 51. The attention of both parties is drawn, more particularly, to Section 407 of the Canada Shipping Act, which reads as follows:

407. (1) Every steamship registered in Canada shall be manned with a crew sufficient and efficient from the point of view of safety of life for the purpose of her intended voyage, and shall, during such voyage, be kept so manned.

(2) If any of the provisions of this section are not complied with in the case of any steamship, the owner, if in fault, is liable, in respect of each offence, to a fine not exceeding five hundred dollars, and the master, if in fault, is liable in respect of each offence, to a fine not exceeding two hundred and fifty dollars.

In consideration of the foregoing, the Board cannot recommend a minimum manning scale as demanded by the union.

The whole respectfully submitted this 31st day of July, 1958.

(Sgd.) H. CARL GOLDENBERG,
Chairman.

(Sgd.) MARCEL BELANGER,
Member.

(Sgd.) BERNARD L. BOULANGER,
Member.

MINORITY REPORT

On the question of wages, the employers' nominee cannot share the opinion of his colleagues. He acknowledges their having recognized the particular situation in which the companies involved were finding themselves, in recommending the status quo as to hours of work, the two-watch system, and the difference in wages paid on the Lakes and those paid by the companies concerned.

He is however of the opinion that, in recommending the same percentage increase as that recommended for employees on Lake vessels, the present Conciliation Board does not take into account the evidence of inability to pay which was submitted by the employers involved.

As a matter of fact, the employers submitted that the operation of their vessels was marginal inasmuch as transport costs them more per ton and per cord than it would cost were they to have recourse to the services of their principal competitors, i.e. the goëlette (schooner) and the railway. Moreover, the employers submitted their financial statements, which showed considerable losses. The employers' nominee is afraid that the proposed increase might lead to the eventual abandonment of operations. Already, since the opening of the navigation season, two vessels have had to be laid up for want of work.

For these reasons, the employers' nominee feels in duty bound to recommend no increase. The wages paid by the companies concerned are altogether reasonable and compare favourably with those paid in forestry operations, the main activity of the Donnacona Paper, parent company of Quebec Paper Sales and Transportation Company Limited. They compare even more favourably with the wages paid on the goëlettes where a sailor would not receive more than \$125 to \$150 per month. The age of seamen in the employ of the companies varies from 18 to 25 years and the occupation necessitates no apprenticeship or particular competence.

(Sgd.) MARCEL BELANGER.

Minority Report of Board in Dispute between

Certain of the Canadian Railways
and

17 Unions of Non-Operating Employees

The majority report of the Board covering this dispute was published in the September issue of the Labour Gazette. The minority report was not carried at that time due to space limitations.

On all issues other than the very important one of wages, the Board is unanimous. To this extent I would like to express my concurrence with the findings and recommendations of the majority report. I regret, however, the necessity for recording, respectfully but firmly, dissent on the basic wage problem. Although there are many, if not

most, portions of the majority report in this area to which I would be prepared to subscribe, I find they justify rather different conclusions. The realities are nonetheless inescapable even if some of them may be unpleasant. To ignore a malady is not to cure it.

In differing with my colleagues, I would like to express my appreciation for their unfailing courtesy, patience and kindness and my admiration for their conscientious devotion to the duties imposed upon them in the course of very lengthy proceedings.

All members of the Board have been most impressed and very much assisted by the very intensive study and thought evidenced in the presentations of both contending parties.

The latest increase in wage rates for non-operating railway employees came into effect on June 1, 1957. This occurred only seven months before commencement of the period in respect of which this Board is called upon to make its recommendations. It also coincided, although this could not have been foreseen by the members of the 1956 conciliation board or either of the protagonists before it, with the very eve or possibly the cold dawn of a recession.

Average hourly earnings of CNR and CPR non-operating employees stood at 76.5 cents in 1946. By January 1, 1956, they had risen to \$1.467. Since June 1, 1957, the average has been computed by the employees representatives at \$1.628. This 112.8-per-cent increase was not matched by an equivalent in take home pay as some of the benefits took the form of a reduced work week.

Apart from the improvement in wage rates, important objectives of the employees have been attained in the way of fringe benefits—a health and welfare plan, increased vacations with pay, statutory holidays and other items. During the years 1953, 1954 and 1955 there had been no change whatsoever in wage rates—a factor which weighed heavily with the last Board but which applies in reverse today. *"In the present case"*, said the Taylor Board in 1956, *"it must be remembered that the employees before us have not had any increase in wages since September, 1952, by virtue of an agreement which terminated at December 31, 1953."* In the light of four stages of increases introduced successively in 1956 and 1957, the contrast with the present situation must be noted.

Submissions before the conciliation board over which Mr. Justice Kellock presided in 1954, dealt exclusively with fringe benefits. The recommendations resulted in appreciable gains to employees and costs to the employers not translated into any change in the statistics of hourly earnings. Indeed, the concentration on these fringe benefits as the issue for the 1954-1955 period has been advanced by the employees as the major explanation for the lag between the wages of railway non-operating labour and those in durable goods industries which the present Board and its immediate predecessor have been asked both to correct for the future and redress, by additional upward adjustments, for the past. As expressed by the employees spokesman at

During July, the Minister of Labour received the Report of the members of the Board of Conciliation and Investigation appointed under the Industrial Relations and Disputes Investigation Act to deal with the dispute affecting the 17 international and national railway labour organizations, representing approximately 128,000 non-operating employees, and the Canadian National Railways, Canadian Pacific Railway Company, Toronto, Hamilton and Buffalo Railway Company, Ontario Northland Railway, Algoma, Central and Hudson Bay Railway, Midland Railway of Manitoba, and Railway Express Agency Inc.

The Board was under the Chairmanship of the Hon. Mr. Justice H. F. Thomson, Regina. The other members of the Board were Philip F. Vineberg, Montreal, the nominee of the companies and David Lewis, Toronto, the nominee of the joint negotiating committee for the unions.

The Report of the chairman and Mr. Lewis, constitutes the report of the Board. The minority report was submitted by Mr. Vineberg.

page 5698 of the transcript "...The evidence I think is pretty clear that what separated us from the durable goods standard in the last few years was the very protracted fringe benefit negotiations that allowed the gap to build up..."

The very emphasis on welfare and holiday benefits during this period only serves to underline their importance to both parties. If, as was contended, the railway employees were only seeking to match by these gains advantages available to labour in durable goods industries, then the alleged pre-existing parity between the two groups did not apply in terms of their aggregate remuneration. If, on the other hand, these gains, when added to existing pension plan and other benefits, had the effect of giving railway non-operating employees an advantageous position by comparison with the others, then the present disparity is not as great as claimed. In either event the 112.8-per-cent advance in average wage rates for the period above-mentioned has been substantially augmented by advances in fringe benefits. It might be added that one of these benefits—a contributory health and welfare plan entailing payment of 2½ cents per hour per employee by the railways and the resultant costs relating thereto—was only initiated as recently as January 1, 1957. Moreover, in measuring the results of wage increases in recent years it must be remembered that certain attendant pension costs which are geared to wage levels mount successively and correspondingly with each increase.

Fulfillment of all the employees' requests, as originally presented, would entail an annual addition to costs for Canadian

National Railways and Canadian Pacific Railway Company of \$130,063,000. If corresponding changes were made in favour of all their other employees, the amount would be \$192,941,000. This compares with an estimated net rail income *before fixed charges* in 1957 of \$17,431,000 for the CNR and \$40,200,000 for the CPR or an aggregate of \$57,631,000 for the two railways combined. Such a result represents a return, again before fixed charges of only 1.43 per cent on the net rail property investment of both railways combined. Invested at this rate, one might ask how much rail property would have to be set aside without interest or other fixed charges or any capital or amortization whatsoever to yield a sufficient sum just to pay the extra costs. The answer would embrace not only all the existing rail assets but also, in addition thereto, more than twice its equivalent. For at a continuation of the present rate of return it would be necessary to provide well over thirteen billion dollars of rail property—substantially over three times what is now invested—and free it from the prospect or obligation of any return whatsoever either in interest or capital, or any provision for amortization, in order for the two railways to meet the requests and maintain their present unimpressive net earnings position!

If the 1957 rate of return was low, there is little, if anything, to suggest any likely improvement in 1958. Any conceivable application or modification of the equation would not remove it from the realm of its staggering consequences.

One of the employees requests—dealing with health and welfare—has been removed by mutual agreement from the items on which this Board is called upon to advance recommendations. While relatively modest, the arrangements impose increased costs on the railways. Another issue has been indirectly removed from the purview of the Board by the parliamentary adoption of the Annual Vacation's Act which will ensure to all railway hourly rated employees two weeks' vacation with pay after two years of service in lieu of the present arrangements where they now receive one week's vacation annually until completion of three years' service. Whatever the origin of the change these items, along with the recommendation for increased vacations for employees with over 35 years service, involve additional costs to the railways.

The costs of the employees' requests for wage increases alone as estimated by the railways amounts to \$97,312,000 for the organized employees before us. The unions estimate, choosing a different basis, that

implementation of their wage proposals would total something very close to \$94,500,000 per year. One need not pause to evaluate the precise difference between the two appraisals. Without counting the additional costs to follow if equivalent benefits are granted to others, a 1-per-cent wage increase would cost \$4,464,700; a one-cent-an-hour increase, \$2,772,500. If the same rate of increment be added for all the other employees the corresponding aggregate annual costs would be \$6,895,500 and \$4,138,500 respectively. To apply the wage recommendations of the majority report would therefore add over fifty-seven million dollars to the annual wage bill.

These demands, and these suggested increases, come at a time when railway traffic has been on the decline. The downward movement has been under way ever since the second quarter of 1957 and has not yet been arrested. CNR operating revenues on Canadian lines fell from \$680,392,388 in 1956 to \$662,717,454 in 1957. Operating expenses rose from \$623,009,858 to \$645,814,952. In the process, net rail operating revenue before fixed charges declined from \$48,181,617 to \$12,383,971. This left \$26,170,037 in 1956 after fixed charges but resulted in a deficit of \$16,374,204 in 1957.

On the Canadian Pacific Railway, net railway earnings before fixed charges fell by some \$3,000,000 in the 1957 year over the immediately preceding period. CPR railway revenues in 1957 declined by \$17,706,914 over the corresponding figure for 1956; expenses were reduced by \$14,607,495. Actual gross ton miles of freight carried declined \$8,252,200. On its 1957 record the CPR rate of return on net rail property amounted to 2.91 per cent—substantially lower than investors would be able to obtain in the purchase of government bonds and contrasting with a yield of 5.14 per cent which the CPR had to offer in an issue on the securities market in February 1958.

In testimony before this Board the CNR originally estimated that without any change in labour costs a decline of \$52,000,000 could be anticipated in net earnings for 1958 over 1957 with a consequent increase in the resultant deficit. These returns were predicted upon implementation of all the recently approved Board of Transport Commission increases in freight rates but the Cabinet decision cancelling a projected 3.6-per-cent general freight rate increase will have a further seriously depressing effect upon returns to the order of approximately \$5,000,000. For the first five months of 1958 the worsening over

the corresponding period of the previous year had already amounted to \$38,000,000. The CPR estimate contemplates a projection in 1958 of the 1957 situation on the assumption that no increase in labour costs will develop. An anticipated drop of about seven million dollars in revenue would be offset, barring wage changes, by savings due to further dieselization and other improvements. Again the anticipated net for the year 1958 will be substantially below the permissive level of earnings established by the Board of Transport Commissioners.

The employees contend that railway costs and ability or inability to pay are irrelevant. Briefly stated, the argument runs along the following lines: Wage rates must be determined by the inflexible application of an objective "durable goods" standard to ensure that they conform to the levels of comparison previously adopted. If the railways are subjected to meagre returns on capital, this must be the result of public policy. In any event, railways must pay the same price for materials, for capital, for services, and therefore for labour as any other purchaser. Railway earnings are circumscribed by the statutory Crowsnest Pass grain rates, currently no higher than the 1897 level, and also by heavy losses on the compulsory operation of unremunerative passenger services. Railway rates are delimited by the rulings of the Board of Transport Commissioners and, at very least, there are delays in adjusting the rise of rates to any cost increases, whether through wage changes or otherwise. These conditions obtain by virtue of public policy. It was neither intended nor is it just, runs the argument, that railway employees be called upon, as a class, to subsidize through unduly low or unfair wage rates, the financial burdens dictated by a policy designed to benefit the Canadian economy as a whole.

Within appropriate limits, the argument is not without merit. Railway labour alone can not bear the contribution to political and economic nationhood of our trans-continental railway systems. But, does it? At very most, public policy in its demand on the railways is constant while the earnings of the railways fluctuate sharply. I have been unable to find any expression of public policy which would suggest that the present results are simply what was deliberately intended by governmental action—whether parliamentary, administrative or judicial. Indeed, in the recapitalization of the CNR in 1952, formulations of public policy indicated an intention that it should thereafter operate at a profit. As we have seen, this result is not being

achieved at the present time. Some of the recent changes in railway policy such as the "bridge subsidy" and increased payments under the Maritime Freight Rates Assistance Act reflect a growing concern over the position of the railways and the impact of compensatory freight rates on various segments of the Canadian economy. The 1951 Royal Commission on Transportation in speaking of the privately owned railway system expressed the view "*...It should be recognized that in addition to fixed charges, a private company must over a period of time have sufficient earnings to pay reasonable dividends to its shareholders and set aside reserves for a rainy day*". The CPR's record today does not meet this standard. While recognizing that railway wages can not be fixed by what the consumers of railway services are prepared to pay, the commission found it desirable to assert that "*...railway employees must bear in mind that they have a common interest with the companies in keeping the cost of operation within limits which will enable the railways to compete on a fair basis with other transportation agencies*".

The Board of Transport Commissioners has fixed a permissive level of earnings for the CPR as a guidepost in its determination of freight rates. This, the CPR has been unable to attain. For 1957 the permissive level of net rail earnings before fixed charges was set at \$51,521,000 while the actual returns, computed on the same basis as adopted by the Board, only reached \$43,200,000. The CPR contended and endeavoured, in vain, to have adjudicated before the Supreme Court of Canada that this permissive level made no allowance for retained earnings. By any measurement, the results have fallen far short of the enunciated fair rate of return.

The erosion of the freight rates structure derives not from any professed elaboration of public policy but from the inexorable results of alternative forms of transportation—trucking, pipe lines, automobiles and water carriage. A recent study on transportation prepared for the Royal Commission on Canada's Economic Prospects found that while Canadian railways carried 84 per cent of all freight traffic in 1928, this proportion had declined to 60.5 per cent in 1953. One of the exhibits produced before us showed that by 1956 the percentage had fallen to 57.1. Meanwhile over half of all railway gross earnings are absorbed by payroll expenses. If pension and health and welfare expenses be added labour costs accounted for 60 per cent. The law of supply and demand has not been repealed. Part of the railways financial

position is, of course, attributable to statutory rates and other governmental restrictions. However, apart from and independent thereof, the fortunes of the railways are interlocked with the same considerations of costs and selling prices as govern all industry. There are times, circumstances and undertakings when the ability to meet higher costs is present more than others. For the Canadian railways such an ability exists less in 1958 than it did even in 1956.

An interesting study of "Maintenance of Way Employment on U.S. Railroads" by Prof. William Haber and others, published by the Brotherhood of Maintenance of Way Employees, was submitted by the unions in the present case as Exhibit U-10. At page 165, the authors advance the apt comment: *"Over the long run, only prosperous employers can have prosperous employees."* Since the railroads will always face strong competition from trucks, busses, passenger cars, aircraft and ships, productivity growth is essential if stagnation or even decline are to be avoided." (italics mine.)

While the gap between actual earnings and the permissive level of earnings runs counter to public policy, it is nonetheless real. Moreover, when wage costs in recent years have been increased, an offsetting rise in freight rates in the face of competing alternative forms of transport is less and less productive of compensating returns to the railways. Exceptions are made to the highest level of general freight rates or "class rates" in favour of rates for special commodities for various stipulated raw materials and primary products but where competition impinges the railways must necessarily accept competitive and special agreement charges at lower levels. The Board of Transport Commissioners as the chosen instrument of public policy may thus approve a particular level of rates which the realities of the situation make possible of application to a lesser and lesser degree. The evidence discloses the increasingly frequent instances when the railways are unable to exact the rates judged to be fair and reasonable by the Board of Transport Commissioners. Where new increases are projected, however permissible they may be in the view of the governing authority, a possible resultant loss of traffic must be weighed. The disparity between rates approved by a public board and the level of charges which the competitive aspect will permit is not without relevance to the wage situation. In its last judgment issued on December 27, 1957, the Board of Transport Commissioners reiterated its concern with the "narrowing base" on which freight rate increases are applied. After

elaborating in tabular forms the results of its waybill analyses, the board observed:

It will be noted from the above table that the proportion of the revenue from "class" rates has declined materially since 1949 and is now only approximately one-half of the 1949 proportion. Class rates are the highest rates charged by the railways and it is apparent that a large part of the class-rated traffic has either been diverted to highway transportation or, if still hauled by the railways, is now carried at lower commodity rates, competitive rates, or agreed charges.

On an earlier occasion in its judgment on freight rates in March 1953, the board had observed:

Consequently the board is becoming increasingly concerned as to the long-term ability of the Canadian economy to continue indefinitely to bear successive increases in freight rates on the scale of the recent past. We have been urged by provincial counsel not to lose sight of the necessity, in the nation's interest, of stemming further inflationary influences. Even if such a consideration should lie within our competence, this board, nevertheless, becomes powerless in the face of increased wage costs to the extent with which we are here confronted.

We likewise have been repeatedly warned by counsel for the provinces as to the danger of the railways pricing themselves out of certain important transportation markets in the not too distant future and of the dangers in the approach of the law of diminishing returns. When precisely the saturation point may be reached no one appears to be in a position to say. It also has been indicated to us that if there is a real danger of the railways pricing themselves out of such markets there may be an equal danger of railway labor, in like manner and degree, substantially pricing itself out of its present type of employment.

In passenger traffic, the inhibiting effects of competition—unrelated to any deliberate formulation of public policy—are even more marked. The volume of revenue passenger miles for the CNR in the relatively prosperous 1956 year amounted to only 45 per cent of the 1945 total. Even if the returns for the latter year are substantially discounted because of wartime conditions, there is no denying the steady downward pattern. Notwithstanding many service improvements, no means of arresting the trend has as yet been devised. The number of automobiles on the public highways grows apace. In the five year period from 1952 to 1956 inclusive, automobile registrations increased from 2.30 to 3.17 millions. During the same period, revenue passenger miles recorded on the domestic services of Canadian airlines increased by 75 per cent. In the period between 1945 and 1956, the volume of revenue ton miles carried by inter-city trucking services increased almost fourfold. The forces that have produced these changes with their resultant impact on the fortunes of the railways continue to operate.

In an exhibit filed, for other reasons, with this Board embodying the submissions of the chairman of the CNR to the Royal Commission on Canada's Economic Prospects, the position in which the railways find themselves has been summarized in the following stark manner: "*The present situation is one which finds the railway industry preoccupied with the struggle for viability.*"

While ability to pay is not the sole criterion for determining wage rates, it has considerable impact on the degree and timing of any wage changes and an ultimately arresting influence on the pace of any upward movement.

To whatever degree they may have espoused the durable goods standard, previous boards of conciliation have also recognized some of the limiting factors imposed by financial considerations. The report of the board presided over by Mr. Justice J. O. Wilson in 1950 emphasizes the burden of the competitive position in the following terms:

Under certain conditions a union may be well advised to accept a lesser wage, with continuity of employment, rather than to insist on a higher wage, which may threaten that continuity. The competitive position of the railways viz a viz truck and water competition must always be kept in mind by union leaders as well as by railway managers, with a view to insuring that rail transportation does not price itself out of the market. That this can be done has been, we think, pretty clearly demonstrated in the coal industry, both in the United States and Canada, during the past few years. The changeover from coal to cheaper and more reliable forms of fuel has assumed the proportions of a stampede.

In the arbitration award of Mr. Justice Kellock in the same year is to be found the following statement:

The employees say that if they are to be denied warranted wage increases because the railways cannot get necessary revenue, they are in an "economic trap".

One can agree that such a denial would have the effect stated, but this does not establish that no regard can be paid to the fact that payment of the wages of railway employees can come from railway revenue only, the rates upon which they depend being subject to the jurisdiction of the Board of Transport Commissioners. An industry in a position to increase the price of its product without the necessity of considering any outside factor other than the probable effect of the increase on the volume of sales, is in a very different situation from that of a railway subject to the regulative jurisdiction I have mentioned, as well as to competition arising from road, water and air transport.

The chairman of the last conciliation board dealing with this subject in 1956 concluded that while he recognized "*that the wages of the employees of the railways*

have remained unchanged since September, 1952, it is also a fact that to attempt to establish parity with 'durable goods' would place far too heavy a burden on the earnings and finances of the railways." Such a finding applies, "*a fortiori*" at the present time.

During the course of the hearings the employees strenuously objected to a comparison between railway machinists and those in the gold mining industry. It developed that gold mining wage rates are substantially lower than prevails elsewhere. Railway representatives agreed to a substitution but what keeps gold mining wage rates low? The depressed nature of the industry imposes an inevitable curb on the employees prospects for wage betterment. Any contention on their part that wage rates must result from what others are paying or that the price of gold is fixed by public policy may sound impressive but the measure of upward change is nonetheless governed by the progress of the industry. Similarly, while the durable goods industries have been treated before railway conciliation boards as a conglomerate mass, the various components of the durable goods aggregate inevitably reflect the same situation. Those few industries in the much vaunted durable goods group which felt the burden of marketing difficulties in generally prosperous times were simply unable to advance wage rates as rapidly as the others. Being unable to do so, they did not. For example, a "Review of Man-hours and Hourly Earnings, 1946-1956" published by the Dominion Bureau of Statistics, dealing with increased hourly earnings in 1955 in the durable goods division had occasion to comment on the agricultural implement industry, one of the constituent elements in durables not sharing fully in the general prosperity in the following terms:

A lower-than-average increase (2.3 per cent) was recorded in agricultural implement factories, largely accounted for by decreased employment and hours, caused by lack of export and domestic orders.

A conciliation board can do no more than recommend, in the interests of industrial peace what would be the fair level of labour return and what would be the fair pace of adjustment of such return if all the forces of supply and demand in the market were allowed free play. One of these forces is inevitably the financial position and prospects of the employer. On the railways these impinge all the more because of several factors. The 60-per-cent labour cost is abnormally high in contrast with the position in durable goods where the corresponding ratio is less than half.

The railways with their heavy fixed capital investment to say nothing of government controls and the restraints imposed by the public interest can not lightly abandon particular lines or services that competition has made unprofitable.

Maintenance costs in the railways are relatively much higher than in durable goods or other manufacturing operations. These costs are not easily related to revenues. They bulk all the larger when competitive conditions depress the volume of traffic. Almost half of all railway employees are engaged in the maintenance of the physical plant. Maintenance of way and maintenance of equipment operations may be deferred somewhat or even reduced but it is one of the realities of the situation that the size of the total plant and the requirements for its maintenance are not and cannot be directly contracted from pre-existing levels proportionately to, and quickly upon, a reduction in the flow of traffic. In 1957, the CNR spent \$140.4 millions on road maintenance alone—21.7 per cent of total operating costs. On maintenance of equipment \$139.4 millions or 21.6 per cent was expended. The relative CPR position was roughly comparable. Weather conditions in 1957 were exceptionally favourable—an advantage not duplicated so far by the 1958 experience. Labour is the major element in these maintenance costs. Any increase in wage costs, not offset by increasing revenues, would exert pressures unparalleled in the experience of durable goods or other manufacturing industries. There are few, if any, industries reflecting such rigidities as beset railway economics. Increased labour costs add to these rigidities. They can, in turn, only subtract from the ultimate employability of the railways and its labour force.

As a corollary of the fact that labour costs take up so much of all incoming dollars, it may be noted that the total gross revenue output per CNR and CPR employee in 1956 averaged only \$6,390. If some provision, however meagre, is allowed for other expenses, what is there left to divert? The equivalent return for all durable goods employees was \$15,052. Moreover, in the period from 1945 to 1956, the railway output per employee had risen 45.8 per cent—considerably less than half the rise in hourly earnings for non-operating employees during the corresponding period—by contrast with 136.2 per cent gross in durable goods. With all of their impressive emphasis on technological improvement, entailing great capital expenditures, the railways have simply been unable to match

the pace of rationalization attained in such industries as those forming the durable goods group.

Of the \$6,390 received by the railways in 1956 for each employee, as already noted, about 60 per cent went into payrolls, pensions, and health and welfare costs. A study of the railways' annual statements discloses expenditures of over \$1,000 per employee on materials. Gross capital expenditures per employee that year totalled \$1,553. If some came from new loans other borrowings of the past had to be repaid. Again, incidentally, if comparison is made with durable goods industries, less than a quarter of total revenue in this group went into payrolls while gross capital expenditure per employee was only \$635. The negotiating area in which more of the aggregate inflow might be diverted into payroll envelopes—even if all considerations of fixed charges and returns on capital are ignored—was very narrow indeed in 1956 and even narrower today. For the current year labour costs have gone up by comparison with 1956, while revenues have gone down. If there was any margin for discussion, it has been all but obliterated. Unless buoyant revenues not now in sight relieve the strain, the impact of any increased wage costs for all employees can only threaten the security of employment of many of them. Any significant changes in employee compensation must, at least in some measure, be judged by the resources available to meet such compensation and the consequences that arise when a serious imbalance results.

Any suggestion that the employees alone have been or are called upon to bear the brunt of the railways competitive struggle, either insofar as it emanates from public policy or otherwise, appears to be answered conclusively when one reflects that, in comparing 1945 and 1956, while average hourly earnings of non-operating employees were doubled the rate of return on railway operations to the CPR shareholder actually decreased by 11.5 per cent. For the CNR, last year's deficit and its projected aggravation in the current year, even before the impact of any wage increase that may result from the present controversy, bears eloquent testimony as to where the loss must fall and as to who pays the bill. The increased costs to the Canadian consumer through rising freight rates add a resultant burden to the Canadian economy rendered all the more difficult precisely because it is concentrated on a narrow base. The financial evidence discloses that we are long past the point of diminishing return and what is at issue in the present dispute strikes

at the very employability of the Canadian railways and their personnel.

The case of the unions has been based on wages in durable goods industries. Within this grouping are to be found a wide heterogeneous variety of undertakings: Aircraft, motor vehicles, shipbuilding, railroad and rolling stock equipment, saw and planing mills, furniture and other wood products, agricultural implements, hardware, tools, heating and cooking appliances, fabricated and structural steel, iron casting, machinery manufacturing, primary iron and steel, sheet metal products, aluminium products, brass and copper products, non-ferrous smelting and refining, heavy electrical machinery and equipment, radios and radio parts, batteries, refrigerators, vacuum cleaners and appliances, miscellaneous electrical products, wire and cable supplies, clay products and glass and glass products.

It is contended that "unmodified parity with the durable goods industry" must be granted as the established and accepted standard. Previous boards of conciliation have placed considerable emphasis on this standard, although, as the majority report points out in detail, with many reservations and qualifications. While the record is such that durable goods wages cannot be ignored, it does not follow that an automatic "unmodified parity" or a defined percentage thereof has become so established that this Board has no other function in wage matters than to measure one against the other and offer recommendations to eliminate the disparity.

Before the 1950 board, the nominee of the unions offered the following observations, in a different context, as part of his minority report:

In any case dealing with wages and working conditions it is not an answer to a request for improvement in wages and working conditions to point out, even if it be so, that the wages and working conditions existing are comparable to or even identical with those existing in other industries. To accept such a proposition would bring about absolute and final stagnation in all industries.

My esteemed and experienced colleague, the nominee of the unions before the present Board, who occupied a similar post in 1952 and 1956 remarked on the first of these occasions:

My respectful difference with my colleagues is that I cannot accept as valid the proposition that the earnings of the railway employees should be mechanically placed at the same level as the average earnings of the durable goods group.

It might be added that the nominee of the railways on these two boards had similarly not followed a consistent conclusion on the subject of parity with durable goods industries.

Whatever the observations about endorsing a durable goods standard, what are the results? For the last five years parity has not existed. In greater or lesser measure average hourly earnings for durable goods employees exceeded the corresponding average for non-operating railway employees. Indeed, this Board, along with its predecessor, has been asked at one and the same time to maintain parity on the basis of past precedent and to approve additional increases in order to compensate for the degree of parity which has not existed.

One of the main features distinguishing durable goods industries lies in the extraordinary advances of most of its component elements not so much during recent years alone as during the war and immediate postwar period. Starting from a common base of 1935-39 equals 100, the index of production for durable goods stood at 332.9 in 1957 compared with only 235.2 in non-durables. This level of difference has been relatively more or less constant for the last few years. Durable goods industries as a whole, and even to a lesser degree, non-durable goods firms have waxed while the railways have waned.

The comparison with durables has found favour on the grounds that, of all the alternatives hitherto presented their labour force approximated to the closest degree as a composite group to the non-operating railway workers in range of work, variety of skills, distribution of male and female employees, territorial allocations and regularity of employment. This was expressed in the report of the board over which Mr. Justice R. L. Kellock presided in 1952, in the following terms:

In the inquiry as to a standard furnished by industry outside the railway industry with which wage rates in the railway industry may be justly compared, it is obvious, as already indicated, that the criteria of comparison should include as far as is reasonably possible, such matters as similarity of work and working conditions, similarity in the proportions of male and female employees and skilled, semi-skilled and unskilled workers, as well as wide territorial distribution and regularity of employment.

In relation to durable goods, however, apart from the male-female division, the evidence discloses rather widespread discrepancies. This applies most in the territorial allocation of employees. It is established that urban employees generally enjoy a higher level of compensation than those who are similarly employed in rural communities. Amongst durable goods workers, fully 73.4 per cent were concentrated in the 32 largest metropolitan areas of Canada; the corresponding proportion for railway non-operating employees is 55.7 per cent. In the

high wage province of Ontario are to be found only 26 per cent of railway non-operating employees compared with 55.4 per cent of all those in durable goods industries. Indeed, 90 per cent of all durable goods employees are to be found in the highly industrialized region of Quebec, Ontario and British Columbia where only 60 per cent of the non-operating railway personnel are located. The railway average level of earnings covers workers in the smallest hamlets as well as the largest cities. If a correction was made for this factor alone by comparing wages region by region, instead of invoking one over-all national average against another, over one-half of the gap between durable goods employees and those of the railways in the non-operating category would be eliminated.

Regularity or otherwise of employment is another element whose importance has come to the fore within the past year. On a common base of 100 in 1949, the index of employment and income on January 1, 1957, adjusted for seasonal variations stood at 130.0 in durables and 107.5 in non-durables. For February 1957, the comparable levels were 118.3 per cent and 104.3 respectively. The proportion of decline was thus almost three times as great in durables as in non-durables. While precise figures were not adduced, all the available evidence attests to the railways ranking high in affording employees stability of employment. Durable goods employees bear the brunt of any slackening of production by a wholesale loss of jobs. Durable goods employers reduce their labour costs in declining periods by reduction of manpower. While the same forces tend in the long run to operate in the railways, the pace is much slower. Operating as they do on a nation-wide continuous service basis, the railways have been obliged to accept their labour costs as partaking more closely of the quality of fixed charges. To dictate changes in the same direction and pace as the level of wage rates in durables cuts much more deeply into the railways' position where the escape valve of reducing employment is blocked. In any event comparability with durables on the score of regularity of employment appears more and more tenuous in the light of the unemployment crisis of the last twelve months.

The bargaining range of employees in durable goods contrast sharply with those of the railways because more than twice as high a proportion of railway revenues are required to meet labour costs as is the case in durable goods manufacturing

or manufacturing generally. Exhibits R-16A and 16B reflect this continuing differential in striking degree.

While costs stand in such sharp divergence, what about prices? Adopting the year 1945 as a base of 100, rail freight revenue per ton mile had advanced to 159.3 in 1956. Passenger train fare rates during this period rose all of 10 per cent. These may be compared with the equivalent 1956 price index for the following durable goods industries:

Wood products	196.1
Iron products	203.4
Hardware	236.8
Steel and metal work	187.6
Plumbing, heating and other equipment	182.0
Other residential building material	206.5
Copper and its products	346.1
Lead and its products	295.2
Zinc and its products	254.2
Clay and allied material products	202.3
Plate glass	156.8
Window glass	162.4
Pottery	125.5
Electrical equipment and materials (non-residential building materials)	192.5
Electrical equipment and fixtures (residential building material)	218.8

Compared with durables and with industry generally, the railways have been placed in a vise. Labour costs are doubly high while the acceleration of revenues to offset any increases is sharply braked. Any decision demanding a common rate of wage advance not only tightens the squeeze but narrows what is left to squeeze.

Durable goods industries are essentially concentrated in manufacturing enterprises. Some relatively incidental maintenance work is involved in certain segments bearing a counterpart to the maintenance of equipment operations in the railways but the main equivalent of production work is to be found in the running trades whose wages have not been included in the computation of average hourly earnings under review before this Board. If a general over-all analysis is made of railway employees' wages, inclusive of those in the running trades and excluding office employees who are also not embraced in the durable goods plant returns, the 1956 average hourly earnings per railway employee amounted to \$1.690 compared to \$1.632 for durable goods employees. The November 1957 equivalents were \$1.789 and \$1.766 respectively. In other words, if railway employees as a whole instead of only those in the non-operating category were to be compared, their average rates would emerge at a higher level than that of the durable goods labour force.

The most ardent advocate of the durable goods standard has never suggested that

the employees in these industries offer an equivalent counterpart to the railway non-operating personnel. At most the standard was advanced as a rough rule of thumb guide to compare one widespread cross section with another. For the first time, in hearings before conciliation boards, the railways have testified to a detailed occupational comparison based on an attempt to recreate a composite cross Canada labour force regionally distributed in the same manner as railway non-operating workers and carrying out either the same or equivalent types of jobs. A number of the detailed comparisons, especially in the maintenance of equipment area, was drawn incidentally from segments of the durable goods industries. Many of the challenges to comparability directed, in some instances not without justification, at the standard proffered by the railways could, with equal or greater force, be applied against the durable goods standard. The results of the lengthy inquiry drives home all the more forcefully that CPR and CNR employees can as composite labour forces only be compared with each other, a practice which could serve no purpose when their collective bargaining is conducted on a basis of equality in wage rates for similar classifications. Any other comparison whether with durable goods or otherwise meets with very considerable difficulty and serves to emphasize the dissimilarities along with the similarities. The outside industry composite wage study presented by the railways has been less convincing in some of its detailed aspects than in others but on the whole even after adjustments are effected it substantiated the position of the railways that existing wage rates are not out of line with comparable levels in outside industries reasonably distributed on the same pattern.

Genesis of the underlying approach of this railway method of comparison may be found in the procedure adopted by the National War Labour Board in its study of railway employees' wages in 1944. This was explained in the report of the National War Labour Board of July 31, 1954, in the following terms:

The Board caused an examination and study to be made of the wage rates received immediately prior to the war by employees in a large and representative group of industrial and other establishments in all parts of Canada. In making the examination and study we were careful that the establishments under review were not only representative of all parts of Canada but also of the various types of industry in the country, and care was also taken to make sure that the establishments examined and studied had in their employ a wide enough range of classifications to embrace classifications reasonably

similar or comparable to as large a number as possible of railway classifications. Similar information was obtained with respect to wage rates received by employees in these same establishments at the date of this application and comparisons were made with wage rates received by railway employees at the same dates.

Further details of the method of procedure were elicited by inquiry from the unions' representatives addressed to the Department of Labour, the answer to which was reproduced in Exhibit U-17. It indicates that the National War Labour Board compared various occupations in the railways and in industry generally. Many of these reflected the same occupational classification for which the railways in their study were to find comparisons in 1957 although there is no evidence that any particular outside comparisons were the same or not. The railway study of 1957 applied on a broad and widespread scale what the National War Labour Board had done in its 1944 study—i.e., measure the wages of railway workers against those in similar or comparable occupations in outside industries. Spokesman for the employees while broadly admitting the similarity in techniques protested against the lack of objectivity in a study made by one party to the dispute by comparison with an analysis emanating exclusively from a government agency. While this objection is understandable, no one can or did deny that in those areas where differences of opinion were possible the choices ultimately adopted were selected in good faith. There was a comprehensive effort to measure like with like and comparable with comparable. Many tests and examinations, whether imposed by university professors or others, necessarily entail application of subjective evaluation. This does not in itself detract from the wisdom of the testing or the usefulness of the results. I would not be prepared to recommend that the railway standard, in the form submitted to us, be adopted as an inflexible guide. What is not a guide may be a check. In this case, the check confirmed that, in broad general terms, current non-operating railway wage levels are not out of line with what is reasonably comparable.

In applying the ultimate comparisons, the National War Labour Board, in 1944, observed that:

Due allowance had to be made for the security and pension rights enjoyed by employees in the railway service as compared with those enjoyed by employees in other industry.

The Wilson Board in 1950 had commented:

In making these comparisons it must be remembered that the incidental advantages

enjoyed by rail workers are generally greater than those granted to other Canadian workers. Records show that the continuity of employment in the railroad industry is relatively high, which must have the effect of increasing average annual earnings. The employees have the benefit of pension plans. They and their families are entitled to a considerable measure of free transportation. Certain employees are given free housing and others free uniforms. In the aggregate these factors add considerably to the advantage of railway employment.

The evidence discloses that the CNR disbursed in pension expenses per man hour in the year 1946 a sum of 14.2 cents while the CPR expended for similar purposes in the twelve-month period September 1, 1956 to August 31, 1957, 12.7 cents per each man hour. At the present time, annual contributions to the Pension and Health and Welfare plans for employees amount to \$41,000,000 for the CNR and \$22,000,000 for the CPR. Pension plans, and to a lesser extent, health and welfare, are becoming widespread in durable goods industries but they are far from universal. No measurement of any alleged disparity with durable goods industries even to the extent to which it may be applicable can be made without appropriate adjustments measuring the relative differential on this score. Furthermore, as explained at the outset, important additional gains in health and welfare and other fringe benefits have been registered in recent years, again requiring appropriate corrections to any comparisons with durables that may be attempted. Railway employees enjoy extensive free transportation privileges. It has been suggested that these cost the railways nothing because the trains are running anyway whether their employees come aboard for free transport or not. Even railway employees, however, would have occasion, outside of their duties, to travel by rail, and some of the trips whether out of necessity or pleasure would be made even if the free transport privilege were not extended. At very least, therefore, the railways must lose or, to be more exact, expend by way of labour costs the equivalent of what they would otherwise receive in passenger fares if employees did not enjoy this privilege. The evidence discloses that this is not inconsiderable. In 1956, the CNR had 150,947 long service passes outstanding in favour of 60.3 per cent of all employees; 382,190 trip passes were issued, of which it was estimated that approximately 40 per cent were for business connected with the railways, and 29,312 one-half rate orders were issued. Some of the passes avail for the benefit of pensioners rather than current employees of the railway. Lesser benefits in the way of dwellings on a free

or reduced basis, incidental commissions and gratuities, inured in favour of a relatively small portion of the total number of employees but collectively they would serve to augment the ultimate aggregate compensation entering into any scales of comparison.

Furthermore it might be noted that any discrepancy between the pay of railway employees and that for comparable work elsewhere of the extent and duration contended in the unions' submissions would tend to create serious difficulties on the part of the railways in obtaining personnel. The evidence discloses the reverse to be the case.

Changes in the price level have modified the real gains in wages that are expressed in the upward move of nominal earnings. They have also modified, of course, the purchasing power of any residue of monies available to the railways after payment of wages. On a base of 1949 equalling 100, the consumer price index calculated by the Dominion Bureau of Statistics was 77.5 in 1946, and 118.1 in 1956. By December 1, 1957, the index had moved upward to 123.1 and after successive monthly increases it has remained fixed at 125.1 for May and June in 1958. The unions have submitted evidence showing that for the period from 1945 to April 1958, the rise in real hourly earnings for CPR employees amounted to only 27.7 per cent compared with a 113.1 per cent rise in nominal money earnings. This is certainly a striking reminder of the declining purchasing power of our currency. Without trying to unravel cause and effect, any upward revision in wage rates at the present time will be partially self-defeating in further reducing the dollar's purchasing power. The last Conciliation Board recommended an 11-per-cent increase in wages for the period from January 1, 1956 to December 31, 1957. During this interval the consumer price index rose from 116.8 to 123.1 per cent—a 54-per-cent increase. One-half of the last wage increase has thus been absorbed by rising costs. When placed against the background of the general pattern in the last 13 years during which almost three-quarters of the wage increase was similarly attenuated, the relative increase in real wages resulting from the decision of the last conciliation board emerges as much more substantial than the long range equivalent. From the date of the application of the last wage award until the present time, the cost of living has increased less than 3 per cent and is at least momentarily levelled off. For this reason in a period of acute financial struggle for survival in

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LABOUR LAW

Changes in 1958 in Canadian Annual Vacation Legislation

Four acts dealing with annual vacations passed at 1958 legislative sessions, including first federal vacation with pay legislation. Only two provinces now lack laws establishing minimum vacation standards

Four acts dealing with annual vacations were passed at the 1958 legislative sessions. Parliament enacted the first federal vacation with pay legislation applicable to the industries subject to federal jurisdiction, Nova Scotia enacted a Vacation Pay Act, and the New Brunswick Vacation Pay Act, previously limited to mining and construction, was extended to fish, fruit and vegetable packers. The Saskatchewan Annual Holidays Act was amended to provide for a three-week vacation after five years service.

The New Brunswick amendment came into force June 30, the federal Act on October 1, and the Nova Scotia Act will come into force January 1, 1959. The three-week vacation provision in Saskatchewan became effective on the first date after September 30, 1957 on which any employee became entitled to at least his fifth annual holiday.

With the coming into force of the Nova Scotia Act next January 1, all provinces except Newfoundland and Prince Edward Island will have legislation establishing minimum vacation standards. There is also an Ordinance in the Yukon Territory, and, as mentioned above, the federal Act applicable to shipping, railways, air transport, interprovincial road transport, the communications industries, banks, grain elevators and feed mills, certain mining operations, and federal crown companies. A statutory requirement upon employers to give annual vacations to their employees under certain conditions is thus close to being general throughout Canada.

The first such enactment was the Ontario Hours of Work and Vacations with Pay Act passed in 1944, which provided for a week's vacation with pay. In the same year Saskatchewan passed the Annual Holidays Act providing for a two-week vacation after a year's service, effective from 1946.

Vacations with pay were made a legal requirement in Alberta in 1946 by orders under the Labour Welfare Act (now the Alberta Labour Act) requiring one week after a year's service and two weeks after two years. That year also British Columbia passed its first Annual Holiday Act providing for a week's annual paid vacation, the Act being replaced effective July 1, 1957 by one which requires two weeks. In 1946, also, Quebec amended the Minimum Wage Act and the Collective Agreement Act to permit the issuance of orders providing for vacations with pay and issued a general order establishing a minimum of one week. In the following year, 1947, Manitoba passed the Vacation Pay Act requiring employers to give one week's vacation with pay, amending it in 1951 to provide for an additional week after three years. An Ordinance was passed by the Yukon Territorial Council in 1950 providing for a two-week annual vacation. The New Brunswick Vacation Pay Act was passed in 1954, to take effect June 30, 1955.

Coverage

The new federal Act and the Nova Scotia Act, like most of the other vacation legislation, have wide coverage. The federal Act does not exclude any employees, but authorizes the Governor in Council to exempt by regulation; the Nova Scotia Act, like the Acts of most other provinces, exempts domestic servants and farm workers, and also exempts employees in lumbering and commercial fishing. Additional exclusions may be made by regulation.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Entitlement to Vacation

Under the federal Act, entitlement to a vacation is expressed in terms of a "completed year of employment," by which is meant continuous employment with one employer for a period of 12 consecutive months beginning with the day the employee commenced work or any subsequent anniversary thereafter, or for a calendar year or other year approved in relation to any federal work, undertaking or business by the Minister of Labour under the regulations. If, at the end of a completed year of employment, whether begun before or after the coming into force of the Act, and including a year begun within two years prior to the commencement of the Act, an employee has less than two years' service with one employer he is entitled to a vacation of one week and if he has two or more years he must be given a two-week vacation. No work requirements are set out but provision is made for the issuance of regulations to deal with the question of absences from employment.

Under the Nova Scotia Act, an employee is entitled to a paid vacation of one week if, after January 1, 1959, the date the Act comes into force, he has worked for at least a year for one employer. There is also a work requirement (90 per cent of the regular working hours during the year). Besides the year's service requirement, which is common to all the Acts, specific work requirements are set out as well in the legislation of New Brunswick, Manitoba, Alberta and British Columbia—225 days in the year in New Brunswick, Alberta and British Columbia and 95 per cent of the regular working hours in Manitoba.

Under the Nova Scotia Act an employee who works less than the prescribed 90 per cent of the regular working hours must be given an allowance equal to 2 per cent of his earnings within a month after the 12-month period ends. In New Brunswick, Alberta and British Columbia an employee who does not meet the work requirements is also entitled to a vacation allowance, payable within 30 days of his anniversary date in Alberta and British Columbia and within four months in New Brunswick.

The annual vacation requirements set out in the new legislation (one or two weeks in the federal Act, depending on service; one week in Nova Scotia, and two or three weeks in Saskatchewan, depending on service) and the minimum vacation pay required, are compared with the similar provisions in the other jurisdictions in the table below.

Transfer of Business

The federal Act, like the legislation of Manitoba, Saskatchewan, Alberta and British Columbia, provides that where a business is sold, leased, or otherwise transferred from one employer to another, the employment of an employee will be deemed to be continuous and uninterrupted for the purposes of computing annual vacation and vacation pay.

The Quebec Minimum Wage Act also provides that vacations with pay granted by an ordinance according to the duration of an employee's services are to be calculated according to the period during which he has been employed at the same enterprise without regard to changes of ownership.

The new Nova Scotia Act, and the other vacation laws, do not deal with this subject.

The federal Act and the Nova Scotia Act provide that vacations must begin not later than ten months after the completed year of employment. Similar limits are imposed in the other jurisdictions, except that the period is 12 months in Quebec and four months in the Alberta order and in New Brunswick.

Under the federal Act, if a special holiday for which wages are paid to an employee without working occurs during the vacation period, an employee is entitled to an additional day with pay. The Nova Scotia Act stipulates that if a holiday, which is not defined, occurs during a vacation period, the vacation must be lengthened by one working day. In Manitoba, Saskatchewan and British Columbia, employers are also obliged to give an employee an additional day if a statutory holiday to which he is entitled occurs within the vacation period. In Alberta, an employee must be allowed an extra day where a statutory holiday in which the employer's place of business remains closed occurs within the vacation period but the legislation does not specify that it is to be a day with pay.

Vacation Pay on Termination of Employment

In line with the requirements of the earlier vacation pay legislation, both new Acts provide for the payment of vacation pay on termination of employment. Even if an employee has not completed a year which would entitle him to a vacation, he is deemed to be entitled to vacation pay for the proportion of the year he has worked, so long as he has had a specified period of continuous service, 30 days under the federal Act and three months under the Nova Scotia Act.

MINIMUM ANNUAL VACATION STANDARDS

Minimum Annual Vacation	Minimum Vacation Pay
<i>Federal Act:</i> One week after one year; two weeks after two years.	2% of wages for the year for one-week vacation; 4% for two-week vacation. Wages means gross wages or salary, whether in cash or in kind, and includes vacation pay and overtime.
<i>Nova Scotia:</i> One week after one year.	2% of earnings for the year. Earnings shall include cash value of board and lodgings.
<i>New Brunswick:</i> One week after one year.	2% of earnings for the year. Earnings means the pay received for all work done.
<i>Quebec:</i> One week after one year.	Regular weekly pay if engaged and paid by the week or longer period; otherwise 2% of earnings between May 1 and April 30, including vacation indemnity. During vacation the employer must continue to provide benefits such as board, pension and group insurance payments, sick benefits, etc.
<i>Ontario:</i> One week after one year.	2% of pay received for work done during working year.
<i>Manitoba:</i> One week after one year; two weeks after three years.	Regular pay; if on an incentive basis, the amount is to be based on average weekly production in six months preceding vacation. If meals or lodgings are part of wages, cash value is to be included in vacation wages if employee does not receive them during vacation.
<i>Saskatchewan:</i> Two weeks after one year; three weeks after five years.	Average wage, which in first four years means 1/26 of total wage, and after fifth year means 3/52 of total wage. Total wage means all remuneration the employee is paid or is entitled to be paid, including deductions, overtime, annual or special holiday pay, cash value of board or lodging.
<i>Alberta:</i> One week after one year; two weeks after two years.	Regular pay for each week of vacation. Regular pay for week for monthly rated employee is monthly wage divided by 4½; if paid by the hour, day or week the actual rate for preceding period; if on piece work or commission, average for term of employment or preceding 12 months, whichever is shorter. Regular pay includes cash value of board and lodging.
<i>British Columbia:</i> Two weeks after one year.	4% of total wages and salary. Wages includes any compensation for labour measured by time, piece or otherwise.
<i>Yukon:</i> Two weeks after one year.	Vacation wage, which means 1/26 of total wage. Total wage means all remuneration employee is paid or is entitled to be paid including deductions, annual or special holiday pay, cash value of board or lodging, but not any bonus, incentive pay, overtime pay, or shift differential.

In Quebec, British Columbia and Saskatchewan there is no specified period of service upon which entitlement to vacation pay on termination depends, a 30-day requirement having been removed from the Saskatchewan Act this year. There is a 30-day requirement in Alberta and in the Yukon, and three months in Ontario unless the employment has been discontinued by the employer.

In Manitoba, vacation wages are payable on termination only if the employee has worked at least 95 per cent of the regular working hours during a period of 11 continuous months or more, in which case he is entitled to the wages he would have received had he completed a year's service, one week's wages or two weeks' wages depending on his length of service.

Postponement of Vacation

A new provision added to the Saskatchewan Act by the 1958 amendment authorizes the Lieutenant-Governor in Council to make regulations providing for the postponement of one week of each annual vacation for a period not exceeding four years, if the employer and employee agree and the Minister approves. To ensure employees of the vacation wages to which they are entitled, employers may be required to deposit vacation pay in a trust account or to furnish a bond approved by the Minister of Labour, or some other form of guarantee. There is no comparable provision in any of the other Acts, except that the federal Act authorizes the Governor in Council to make regulations "defining the circumstances and conditions under which the rights of an employee

may be waived or the enjoyment thereof postponed”.

Effect on Collective Agreements

Generally speaking, as in the other Acts, the provisions of the new legislation do not interfere with more favourable plans but will take precedence over an agreement containing less favourable terms. However, the federal Act contains a provision that if there is any inconsistency between the Act and the provisions of a collective agreement entered into before the coming into force of the statute, the provisions of the agreement will prevail until the agreement expires. Moreover, agreements signed after October 1 may take precedence over the statute if they contain vacation provisions approved by the Minister of Labour.

This last provision was introduced during the debate on the bill, the Minister of Labour explaining that many collective agreements had provisions for the granting of annual vacations with pay which had operated satisfactorily for a number of years and that though some provisions might conflict with the Act, the sum total might be considered by the parties affected to be more satisfactory for their purposes than the vacations-with-pay provisions provided by the legislation. This is somewhat similar to a provision in the British Columbia Act which states that the Act does not apply to an employer or his employees who have entered into an agreement for the granting of an annual holiday or pay in lieu thereof and the agreement has been approved by the Minister.

Vacation Stamp System

The Nova Scotia Act provides for a vacation stamp system for employees in the construction industry who are frequently employed by several employers during the year. The system may be extended to any work designated by the Governor in Council.

Stamps equivalent in value to 2 per cent of the worker's earnings during the period of employment must be affixed by the employer to the stamp book within 10 days of termination of employment. The employee may cash his stamps at a char-

tered bank any time after one year from the date he began to work for the employer who issued him his stamp book. The Minister with the approval of the Governor in Council may make reciprocal arrangements with other provinces for the cashing of vacation stamps.

Vacation stamp systems are already in effect in New Brunswick, Quebec, Ontario, Manitoba and Alberta. A vacation credit system could be provided for by regulation in British Columbia and for any appropriate employment in the federal industries under the authority in the federal Act for the Governor in Council to make regulations “for the calculation and determination of vacation and vacation pay in the case of seasonal and temporary employees or in other suitable cases”.

In Quebec, the vacation credit system applies to manual employees in the construction industry who work for several employers in the course of a year and may be extended to other workers. In Manitoba, transitory construction workers in the Greater Winnipeg area are covered by the stamp system, and the Alberta stamp system is at present limited to the construction industry, although it could be extended to other industries.

In New Brunswick and Ontario, the stamp system has a somewhat wider use. In New Brunswick, it applies to temporary employees in construction and mining and, since June 30, employees of fish, fruit and vegetable packers whose employment is not continuous. In Ontario all construction workers are under the stamp system, whether continuously employed or not, and stamps are used as vacation pay for employees in other industries whose services are terminated during the working year.

Enforcement

As in the provincial Acts, penalties are provided for violations of the federal Act or regulations. Any person who, on summary conviction, is found guilty of an offence may be fined up to \$500. An employer may also be ordered to pay an employee the vacation wages to which he is entitled. Similar penalties are provided in the Nova Scotia Act.

Report of Board *(Continued from page 1158)*

the Canadian railways it does not justify any immediate increase in unit labour costs.

In deciding what wage rate should apply on January 1, 1958, we must recognize that more than one-half of the current year has already elapsed. Retroactivity, while justified in many cases, and a reasonable necessity in others, does not commend itself in the present instance. The financial

returns of the railways have been such that imposition of an additional burden for the past period is doubly unwarranted.

For these reasons I would recommend maintenance of the current wage level for the 1958 year.

Montreal, July 28, 1958.

(Sgd.) PHILIP F. VINEBERG,
Member.

Legal Decision Affecting Labour

Saskatchewan Court of Appeal upholds labour Relations Board's order to company found guilty of unfair labour practice to reinstate worker

The Saskatchewan Court of Appeal, in a majority judgment rendered on June 16, 1958, dismissed a company's appeal against the decision of the Labour Relations Board ordering reinstatement of a worker by the company, which was found to have engaged in an unfair labour practice, and fixing the compensation for the worker's monetary loss. (See preliminary judgment in the same case, L.G., Aug. 30, 1958, p. 897).

The circumstances of the dispute were as follows. Frank Girling started his employment with MacCosham Storage and Distributing Company (Saskatchewan) Limited on May 10, 1948. He had been president of his local union for approximately two and one-half years. He was re-elected to the position of president of the local union on November 18, 1957. On November 22, 1957, he was summarily dismissed by his employer, allegedly for having made errors in the checking of pool car shipments on the previous day.

Following this discharge the Canadian Brotherhood of Railway Employees and Other Transport Workers, Division No. 189, applied to the Saskatchewan Labour Relations Board for an order declaring that in discharging the said employee the company had engaged in an unfair labour practice within the meaning of Section 8 (1) (e) of the Trade Union Act, and requiring the company to reinstate the employee.

Following this application the Labour Relations Board in virtue of the authority vested in it by Section 5 (d) and (f) of the Trade Union Act, and after hearings, issued an order on February 11, 1958, in which the Board stated that the company in discharging the employee Girling on November 22, 1957 engaged in an unfair labour practice within the meaning of Section 8 (1) (e) of the Trade Union Act, and ordered the company to reinstate the employee in his employment within 24 hours from the time of service of the order upon the president or other officials of the company.

The second order of the Board, issued the same day, stated the compensation for monetary loss suffered by Girling by reason of his discharge.

The company challenged the Board's decision by applying to the Court to quash both orders of the Board; attacking the validity of the Board's decision mainly on the grounds that the order finding an unfair

labour practice and directing reinstatement of Girling showed an error on its face in failing to specify or disclose the facts or ingredients which constituted the discharging of Girling an unfair labour practice within Section 8 (1) (e) of the Trade Union Act, and in requiring the company to reinstate the employee within 24 hours from service of the order instead of forthwith, and further that the delay in effectiveness of the order contradicted the finding of an unfair labour practice.

It was conceded that the Board had jurisdiction to hear the complaint as filed by the trade union. It was not suggested that the Board, in the conduct of the hearing, exceeded its jurisdiction or declined jurisdiction. Neither was it alleged that there was a denial of natural justice.

The majority decision upholding the Board's orders and dismissing the company's appeal was delivered by Mr. Justice McNiven, with whom Chief Justice Martin and Mr. Justice Culliton concurred.

Mr. Justice McNiven first reaffirmed the stand taken by the courts previously that in spite of the privative clause contained in Section 17 of the Act an error on the face of an order is a ground for quashing an order in *certiorari* proceedings.

Afterwards he analyzed the provisions of Section 8 (1) (e) of the Trade Union Act, which essentially provides:

It shall be an unfair labour practice for any employer

(1) to discriminate in regard to hiring or tenure of employment or any term or condition of employment;

or

(2) to use coercion or intimidation of any kind including *discharge* or threat of discharge of an employee with a view to encouraging or *discouraging*

(a) membership in, or

(b) activity in or for a labour organization, or

(c) participation of any kind in any proceeding under this Act

and

if an employer...discharges an employee from his employment

and

it is alleged by a trade union that such employer...has thereby committed an unfair labour practice within the meaning of this clause, it shall be presumed unless the contrary is proved that such employer has discriminated against such employee in regard to tenure of employment with a view to discouraging

(a) membership in, or

- (b) activity in or for a labour organization or
- (c) participation in any proceeding under this Act.

Counsel for the company took the position that it is not an unfair labour practice to discharge an employee under the Trade Union Act and only becomes so under Section 8 (1) (e) when such employee is discharged with a view to encouraging or discouraging, (a) membership in, or (b) activity in or for any labour organization, or (c) participation of any kind in any proceeding under this Act; that each of the foregoing "a", "b" and "c" expressed in the alternative is an ingredient of an unfair labour practice and a positive finding by the Board with respect thereto is essential to the validity of its order; that the expression as used in the Board's order, "within the meaning of Section 8 (1) (e)" is not a sufficient substitute for a positive finding by the Board; that the employer should not be left in uncertainty and doubt as to the precise unfair labour practice in which it has engaged; that the Court should not be asked to speculate as to what was included in the order of the Board.

In the opinion of Mr. Justice McNiven, Section 8 (1) (e), stripped of non-pertinent phraseology, may be read as follows:

It shall be an unfair labour practice for an employer or employer's agent to discharge an employee with a view to discouraging membership in or activity in or for a labour organization or participation of any kind in a proceeding under this Act.

The presumptive clause in Section 8 (1) (e) that the employer discriminated against the employee (thus committing an unfair labour practice) goes into effect (unless the contrary is proved) when it is alleged by a trade union that the employer has discharged an employee from his employment and by doing so "has thereby committed an unfair labour practice within the meaning of this clause".

Mr. Justice McNiven was of the opinion that the complaint made by the trade union contains the allegations which meet the requirements of the section to give rise to the presumption, and thus clearly identifies the unfair labour practice with which the employed is charged.

Further he added that the Trade Union Act is a code with the object as defined in the preamble to the Act:

An Act respecting trade unions and the right of employees to organize in trade unions of their own choosing for the purpose of bargaining collectively with their employers, and confers a jurisdiction upon the Labour Relations Board which is exercised as defined therein.

The essence of the complaint is the dismissal of an employee with a view, that is the intent, design, aim or purpose, of *discouraging* membership in or activity in or for a labour organization as defined in the Act or participation of any kind in a proceeding under this Act. The employee is the immediate victim of the employer's motive in discouraging in him and/or in others the activities expressed disjunctively but there is nothing in the Act which precludes their cumulative effect as an unfair labour practice. It may well be that an employee as a member is also active in a labour organization and in a proceeding under this Act may appear as a witness. In case of dismissal under such circumstances, if uncontroverted, the presumption would arise and the Board would not be required to distinguish and declare which was the dominant view or intent in order to find that the employer engaged in an unfair labour practice. "View" connotes a state of mind which may be established by proof of an overt act or admission but more frequently is established by inference from an accepted fact or facts.

In support of his stand Mr. Justice McNiven referred to and quoted from *Taylor v. Clemson*, 8 E.R., p. 1233; *Dempster v. Purnell*, 133 E.R. p. 1189; and quoted Section 11 of The Interpretation Act, R.S.S. 1953, c. 1, which reads:

Every Act and every regulation and every provision thereof shall be deemed remedial, and shall receive such fair, large and liberal construction and interpretation as best insures the attainment of the object of the Act, regulation or provision.

He concluded that in his opinion the finding of an unfair labour practice was sufficiently expressed in the Board's order.

Afterwards Mr. Justice McNiven dealt with and rejected the company's second objection that the Board's order requiring the employer to reinstate the employee within 24 hours after service of a copy of the order upon the employer or its agent instead of "forthwith" shows an error on its face and that such delay in effectiveness of the order contradicts the finding of an unfair labour practice.

He accepted the meaning of "reinstatement" as defined in *Re: Trade Union Act: re Blackwoods Beverages Limited and Dairy Employees, Truck Drivers and Warehousemen Local 834*, (L.G. 1956, p. 1032) to the effect that reinstatement means replacing the employee in the position from which he was dismissed, and continued:

Reinstatement as to time is not possible, but the time element is provided for by compensation for monetary loss suffered by his discharge. Fixing the monetary loss is within the jurisdiction of the Board. At common law the employee is required to minimize his loss by seeking other employment may well preclude immediate reinstatement. In any event, by Section 5 (g) the Board has power to make an order, and the terms of such other employment

"requiring the employer to reinstate any employee discharged under circumstances determined by the Board to constitute an unfair labour practice."

That power is not limited as to time and the Board would be expected to exercise its discretion having regard to the circumstances then before it.

For these reasons Mr. Justice McNiven would dismiss the company's appeal with costs.

Mr. Justice Gordon, dissenting, was of the opinion that the contested order was bad in that it did not indicate the unfair labour practice of which the company had been found guilty. The order for reinstatement being quashed the order fixing the monetary loss would fall with it. He would quash both orders and direct that the Labour Relations Board should pay the costs.

Mr. Justice Procter, dissenting, concurred with the judgment of Mr. Justice Gordon and made further observations, particularly regarding the part of the order requiring the company to reinstate the employee in his employment "within 24 hours from the time of service of a duplicate original copy of the order."

Section 5 (f) gives the Board power to reinstate the employee discharged under circumstances which constitute an unfair labour practice. One of the objects sought to be obtained by the Trade Union Act is to insure to an employee continuity of his employment by "reinstatement" if wrongly discharged.

Section 5 (g) provides for compensation for his monetary loss of wages during the entire period he has been idle through discharge by an employer under circumstances determined by the Board to constitute an unfair labour practice. The provision for "reinstatement" contemplates not only the feature of continuity of the employment but also compensation for a monetary loss, which in most cases would not be recovered in a civil court.

It is for this reason that the date of the fixing of the employee's reinstatement under the Trade Union Act becomes so material in an order of the Board. The date of reinstatement is the date from which compensation and monetary loss for the wrongful dismissal must be calculated. The employee being reinstated as of the date of his dismissal, is entitled to his wages from his date of discharge. Otherwise the Board must apply the ordinary principle of civil law that the employee's monetary loss depends on his right to notice of dismissal, having regard to whether his employment is on an hourly, daily, or fortnightly basis.

I can find nothing in the Act which authorizes the Board to base their assessment for compensation or monetary loss on any principle other than the civil law principle set forth above, except their authority to order "reinstatement" which of necessity carries with it the employee's right to wages up to the date of the Board's order. Otherwise, the employee's monetary loss or compensation is that provided for in the civil court.

Employees have certain rights under The Unemployment Insurance Act entitling them to benefits dependent on the continuity of their employment. There are other benefits such as pension schemes, rules of seniority, sick leave, holidays and other benefits, all dependent on continuity of employment. These rights are incapable of assessment on a monetary basis. The Board making a proper order for reinstatement under the Act protects such rights since "reinstatement" as applied to an employee has definite legal consequences. It restores the parties to the *status quo ante*.

In the case at bar the Board neither made a proper order for the employee's reinstatement nor properly fixed and determined his monetary loss. One of the consequences of reinstatement is to restore the "*status quo ante* the dismissal". Another consequence, as pointed out in the English decisions relied on, is to entitle the employee to have his monetary loss determined on the basis that he is entitled to his wages from the date of dismissal. From the monetary loss determined on this basis is deducted whatever he may have earned.

It was suggested that the order for reinstatement may fix a date later than that of the dismissal since the employee at the time of the hearing by the Board may be unable to resume his employment immediately through sickness, temporary employment requiring notice of termination, or other cause. In Mr. Justice Procter's opinion these are matters for the Board to take into consideration in fixing the monetary loss but they do not operate to postpone the date of reinstatement.

These considerations and others led Mr. Justice Procter to the conclusion that the orders of the Board were wrong in law, and both orders being interdependent should be quashed, *MacCosham Storage and Distributing Company (Saskatchewan) Limited v. Canadian Brotherhood of Railway Employees and Other Transport Workers Division No. 189*, The Saskatchewan Court of Appeal, June 16, 1958, unreported.

The Kennedy-Ives labour reform bill, aimed at cleaning up corruption in United States trade unions and in union-management relations, was defeated in the House of Representatives by a vote of 198-190. It has previously been passed by the Senate by a vote of 88 to 1.

Recent Regulations under Provincial Legislation

Nova Scotia amends two female minimum wage orders to provide for learners' rates. New Brunswick issues rules for welding of boilers

In Nova Scotia, the general female minimum wage order and the special order for women in the fishing industry were amended to provide for learners' rates.

New provisions setting out requirements for welders' certificates and qualification tests were added to the New Brunswick Code for Boilers and Pressure Vessels.

In Alberta, the apprenticeship regulations for the trades of bricklayer, mason, tile setter, terrazzo worker, plumber, steamfitter and gasfitter were re-issued.

Alberta Apprenticeship Act

Revised apprenticeship regulations for the trades of bricklayer, mason, tile setter, terrazzo worker, plumber, steamfitter and gasfitter were gazetted on July 31, the principal change being that special regulations are now laid down for the trade of gasfitter. Previously, gasfitters were subject to the same rules as plumbers and steamfitters.

Except for the provisions dealing with the term of apprenticeship and minimum wages, the special regulations for the trade of a gasfitter (188/58) are the same as the revised regulations for the trade of plumber and steamfitter (187/58). These in turn are similar to regulations issued last December for the trade of a plumber, steamfitter, and gasfitter (L.G., Feb., p. 190), the only difference being that the provision stating that increases were automatic on the respective due dates has been deleted so as to make it clear that wage increases are contingent upon passing the technical training courses.

To be eligible for apprenticeship in the trade of gasfitting, an applicant must be at least 16 years of age and preferably not over 25 years of age and must have completed Grade IX or its equivalent. These are the same requirements as are laid down for the trade of a plumber and steamfitter.

The term of apprenticeship is shorter, however: three years instead of four. As is customary, time credits will be given for vocational or technical training or previous experience in the gasfitting trade.

The ratio of apprentices to journeymen remains one to two, with the usual exceptions.

The rules with respect to educational classes, courses of instruction, trade training and annual certificates of progress are the same as those laid down for other apprenticeable trades.

During the early part of his apprenticeship, a gasfitter, as before, is entitled to the same minimum wage as an apprentice in the plumbing and steamfitting trade, that is, 40 per cent of the prevailing journeyman's wage for registered employment prior to first year technical training and 50 per cent after successful completion of first year technical training. In line with the shorter term of apprenticeship, however, the minimum rate payable after a second successful year has been increased from 60 to 70 per cent. From the time he passes his third year of technical training until completion of his contract, the minimum for an apprentice gasfitter is now 90 per cent of the journeyman's rate. The minimum for apprentices in the plumbing and steamfitting trade continues to be 60 per cent of the journeyman's rate after successful completion of second year technical training, increasing to 75 and 90 per cent after he passes his second and third year courses.

The new regulations for the trade of bricklayer, mason, tile setter and terrazzo worker (186/58) are the same as those issued in November 1956 (L.G., March 1957, p. 346), the only change being that here, also, the provision respecting automatic wage increases has been deleted.

Alberta Electrical Protection Act

Amendments to the regulations under the Alberta Electrical Protection Act governing the manufacture, installation and inspection of electrical equipment (Alta. Reg. 428/57) were gazetted on June 30 as Alta. Reg. 163/58.

Among other new rules is a provision which states that all electrical equipment and apparatus used in oilfields must be of an approved type, by which is meant equipment or apparatus carrying an approval marking of either the Canadian Standards Association or the Alberta Electrical Inspection Branch.

Equipment or apparatus for use in non-hazardous locations which has not been approved by the CSA may be submitted to the Electrical Inspection Branch for test and inspection. If found to comply favourably with CSA specifications, it may be given temporary local approval on the understanding that the manufacturer will apply to the CSA for certification and listing.

Equipment or apparatus for use in hazardous locations will be considered acceptable for inspection and possible temporary approval only if it has passed the tests of a recognized testing laboratory such as the Underwriters' Laboratories Incorporated of Chicago or the CSA. If the size or capacity is such that testing facilities are not available, it will be necessary to show that similar equipment or apparatus, produced by the same manufacturer in sizes or capacities for which tests are available, has passed the prescribed tests. In such cases, temporary local approval may be granted, provided the manufacturer applies to the CSA for a formal listing.

Additional rules for electrical installations and equipment used in the search for and production of oil, natural gas or related hydro-carbons are also set out; supplementing the other regulations under the Act and the rules of the Canadian Electrical Code. Among other rules are provisions respecting wiring methods in seismic shot hole drilling rigs, standards for lighting installations on gas and oil drilling and servicing rigs, guards on lighting fixtures and portable lamps, pump installations for wells and requirements for battery installations and sources of ignitable vapours.

One of the special provisions states that all installations covered by these regulations must be properly maintained and operated in accordance with the Canadian Electrical Code.

New Brunswick Stationary Engineers Act

The New Brunswick Boiler and Pressure Vessel Code issued in 1956 (L.G. 1956, p. 1042) has been amended by the addition of a new section setting out supplementary requirements for welders.

The new provisions, which were approved by O.C. 58-553 and gazetted on August 20, lay down the responsibilities of manufacturers and welders, provide for welders' qualification tests, set out the classification of certificates, and prescribe the qualifications of applicants.

Responsibilities of Manufacturers, Welders

Every manufacturer, contractor, welding shop operator or other person who welds or engages an employee to do any welding upon any boiler, pressure vessel or pressure piping will be held responsible for the quality of the work done.

Before such work commences, approved welding procedure tests are to be conducted in accordance with ASME and ASA code

requirements, proof of which must be submitted to the Boiler Inspection Branch of the Department of Labour for registration.

Any person who welds or employs welders is also required to make arrangements with the Department for a welder's qualification test or obtain approval for an equivalent test meeting the requirements of the ASME and ASA codes, and witnessed by an authorized inspector or a person approved by the Chief Inspector.

Before work on any new construction begins, the design of the vessel must have been approved and registered by the Department. In the case of repair work, the employer or welder must make sure that all rules set out in Part 2 of the New Brunswick Code with respect to repairs by fusion welding are being complied with.

Welders' Qualification Tests

Welders' qualification tests will be prescribed by the Chief Inspector and witnessed by an authorized boiler inspector, who will stamp each coupon in the manner prescribed. As far as is practicable, tests must be in accordance with the welding test requirements of the ASME and ASA codes.

Applications are to be sent to the Chief Inspector, who will determine whether candidates have sufficient experience and knowledge to warrant a qualification test.

A welder must be tested in all methods and types of welding and for every position in which he will be required to weld, but if he passes a butt weld test, the inspector may waive the requirement for a fillet weld test for the same position. Before being granted a certificate authorizing him to weld pressure piping in a fixed position, however, a welder must qualify for all positions. Specific rules are also laid down with respect to thickness of material, spacing and defects.

A welder who fails a qualification test in one position only may undergo an immediate retest consisting of two separate welds, both of which must meet code requirements. If he fails, he may apply for a further retest after having had additional training or experience satisfactory to the Chief Inspector.

If a welder fails in more than one position, he will be required to have additional training or experience before being eligible for another qualification test.

A welder's qualification test will be effective for a period of 12 months or for a longer period if approved by the Chief Inspector. However, a retest may be ordered at any time if a welder is suspected of losing his proficiency.

Classification of Certificates

Two types of certificates are provided for, a qualified welder's certificate and an approved welder's certificate.

The holder of a qualified welder's certificate may fabricate boilers, pressure vessels and pressure piping under the rules of the ASME and ASA codes. He is also authorized to repair boilers in accordance with provisions 2003 and 2004 of the New Brunswick Code.

An approved welder's certificate permits the holder to fabricate boilers with a working pressure not exceeding 15 p.s.i. steam or 30 p.s.i. hot water and pressure piping with a working pressure of 100 p.s.i. or less. It also entitles him to make repairs in the locations specified in provision 2004 of the provincial code.

Qualifications of Candidates for Examination

To be eligible for examination for a qualified welder's certificate, an applicant must be at least 18 years of age and must satisfy the Chief Inspector that he has had at least three years experience in the welding trade or holds a journeyman welder's certificate under the New Brunswick Apprenticeship Act and, in addition, has had at least 12 months experience welding on boilers or other pressure vessels or pressure piping.

No person may apply for an approved welder's certificate unless he is 18 years of age or over and has had two years' experience in the trade or is the holder of a journeyman welder's certificate and, as well, has had a minimum of six months' welding experience on general steel construction, structural steel, plates, channels, angles, pipes, tanks, etc.

Renewal, Suspension and Cancellation

A certificate of qualification will be valid for one year from date of issue but may be renewed if the holder successfully completes a test in a position decided by the inspector or has passed an interim test during the year.

A certificate of qualification not only expires after one year unless renewed but also becomes invalid if the welder has not used the specific process stated on the certificate for a period of three months or more.

A certificate may be suspended or cancelled by the Chief Inspector if he thinks that the holder has obtained it through misrepresentation or fraud, is addicted to intoxicating liquor or narcotic drugs, has become physically or mentally incapacitated, is incompetent or grossly negligent

in the discharge of his duties, has failed to comply with the welding provisions of the New Brunswick Code or the ASME Code requirements, has been guilty of an act of impropriety in connection with his duties, or has allowed an unauthorized person to stamp his allotted symbol upon work not performed by him.

The regulations further provide that if a certificate is cancelled a welder may no longer use his assigned symbol or his authorization, both of which must be forwarded to the Department immediately.

Other Rules

One of the general rules prescribes the manner in which a welder is required to stamp his work.

Another provides that, except with the permission of an inspector, no welded repair upon any high or low pressure boiler, pressure vessel or piping may be covered by insulation or other material until authorized by a boiler inspector.

Nova Scotia Female Minimum Wage Act

Amendments to the general female minimum wage order and the special order for women in the fishing industry restoring learners' rates that were dropped last June when the orders were revised (L.G. July, p. 778) were gazetted on August 27. Also gazetted that day were amendments to the provisions in the general order and the special order for beauty parlours respecting statutory holidays.

Instead of \$21.60 a week in Zone 1 (Halifax and nine other cities and large towns) and \$19.20 in Zone 2 (the 33 other incorporated towns), female employees in factories, shops and offices may now be paid a minimum of \$18 a week for work performed within a probationary period of 90 days immediately following the date of employment. Since June 1, when the revised rates went into effect, beginners in Zones 1 and 2 have been entitled to the same minimum as experienced workers. Prior to that, however, lower rates were set for learners, the minimum being \$2 less than full rate during the first three months and \$1 less during the next three months.

In Zone 3, which covers the rest of the province, the minimum for learners remains \$14.40 a week, the same as for experienced workers. Before June 1, however, no minimum wage was fixed for the small centres.

In the fishing industry, women may now be paid 37½ cents, instead of 45 cents an hour, during a 90-day probationary period. When learners' rates were previously in effect they were 2, 4 and 6 cents lower than the full-time rate of 35 cents an hour.

The provisions in the general order and the special order for beauty parlours protecting employees against deductions from minimum wages for time not worked on a statutory holiday now provide that employees must have worked all scheduled

working days in the week during which a holiday occurs. If a holiday falls on a Monday, employees must have worked the last scheduled working day immediately prior to the holiday.

17th Annual Conference, Canadian Association of Administrators of Labour Legislation

Problems of administration and enforcement of labour standards, and labour relations legislation were discussed at the 17th Annual Conference of the Canadian Association of Administrators of Labour Legislation in Winnipeg, August 12-15. W. H. Sands, Deputy Minister of Labour of British Columbia, and President of the organization, was chairman.

Fifty-three delegates, representing the federal and provincial departments of labour, the Unemployment Insurance Commission and the Yukon and Northwest Territories Administration, attended the four-day conference.

In his remarks of welcome, Premier Dufferin Roblin of Manitoba spoke of the challenging responsibility of labour departments in that they were concerned with the happy relations between men and their work and between men and society as a whole. "What you do," he said, "affects more people than almost any other branch of government."

Hon. J. W. M. Thompson, Manitoba Minister of Labour, congratulated the Association on its work and achievements and emphasized the value of such an organization to administrators in keeping abreast of developments in their field.

Following a day's session on recent legislative and administrative changes in Canada the conference discussed various aspects of labour standards and labour relations legislation. Special sessions for the senior officers concerned with the administration of these two subjects were held concurrently with the general sessions.

Laws relating to minimum wages, hours of work, vacations with pay, and so on, were dealt with at the sessions on labour standards. As an introduction to the discussion of current trends in this type of legislation in Canada, Dr. John T. Dunlop, Professor of Economics at Harvard University, reviewed the political, social and economic factors that have influenced the setting of labour standards in advanced countries, and spoke of the trends that

were emerging in a number of these countries. (The text of Dr. Dunlop's address will be published in a later issue.)

The conference discussed also problems arising in connection with the collection, presentation and co-ordination of statistics in the labour standards field.

At the labour relations sessions, particular attention was given to problems confronting Labour Relations Boards, and to the recruitment and training of conciliation officers.

The federal and provincial representatives attending the conference included: *British Columbia*—Hon. Lyle Wicks, Minister of Labour and Railways; W. H. Sands, Deputy Minister of Labour and Railways; B. W. Dysart, Chief Administrative Officer; R. G. Clements, Conciliation Officer. *Alberta*—Hon. Raymond Reiersen, Minister of Industries and Labour; K. A. Pugh, Chairman, Board of Industrial Relations; H. E. Bendickson, Vice Chairman, and Wm. Maday, Chief Inspector, Board of Industrial Relations. *Saskatchewan*—H. S. Elkin, Deputy Minister of Labour; P. G. Makaroff, QC, Chairman, Labour Relations Board; C. K. Murchison, Director of Labour Standards; George Sotiroff, Director of Research and Planning. *Manitoba*—Hon. J. W. M. Thompson, Minister of Labour; W. Elliott Wilson, QC, Deputy Minister of Labour; E. G. Weeks, Administrative Officer; M. T. McKelvey, Registrar, Manitoba Labour Board; O. D. Hamilton, Chief Inspector, and W. G. Shepherd, Senior Staff Inspector, Employment Standards Division; M. Del Begio, Chief Inspector, Mechanical and Engineering Division; James Aiken, Director, Apprenticeship Division; W. Hurd, Apprentice Supervisor; B. Lepkin, J. G. White and A. E. Keppel, Conciliation Officers.

Ontario—J. B. Metzler, Deputy Minister of Labour; Jacob Finkelman, QC, Chairman, Labour Relations Board, G. W. T. Reed, Vice Chairman, Labour Relations Board; F. F. Gallant, Solicitor, Labour

Relations Board; Mrs. Josephine Grimshaw, Economist. *Quebec*—Charles Bélanger, Secretary, Minimum Wage Commission (Quebec District); Noël Bérubé, Chief Conciliation Officer (Quebec District); Évariste Bernier, Senior Officer; Maxime Ducrest, Economist. *New Brunswick*—N. D. Cochrane, Deputy Minister of Labour; H. F. White, Director, Labour Relations and Minimum Wages Branch; Horace A. Hanson, QC, Chairman, Labour Relations Board. *Nova Scotia*—Hon. Stephen T. Pyke, Minister of Labour; R. E. Anderson, Deputy Minister of Labour; J. P. Bell, Executive Director of Industrial Relations; F. F. Crooks, Director of Labour Practices; Miss June Taylor, Supervisor of Statistical Analysis. *Prince Edward Island*—W. W. Reid, Deputy Minister of Welfare and Labour.

Federal—A. H. Brown, Deputy Minister of Labour; C. Rhodes Smith, QC, Chairman, Canada Labour Relations Board;

Bernard Wilson, Director of Industrial Relations; W. R. Dymond, Economics and Research Branch; Miss Edith Lorentsen, Director, Legislation Branch; J. T. Montague, Economics and Research Branch; J. S. Gunn and W. E. Sproule, Industrial Relations Officers, Winnipeg; Miss Evelyn Best, Legislation Branch; M. R. Morgan, Regional Enforcement Officer, Prairie Region, Unemployment Insurance Commission; L. A. C. O. Hunt, Assistant Director, Northern Administration and Lands Branch, Department of Northern Affairs and National Resources.

The officers of the Association for 1958-59 are: N. D. Cochrane, New Brunswick, President; J. B. Metzler, Ontario, 1st Vice President; W. Elliott Wilson, QC, Manitoba, 2nd Vice President; Miss Evelyn Best, Department of Labour, Ottawa, Secretary-Treasurer. W. H. Sands, British Columbia, retains a place on the executive committee as Past President.

British Columbia Coast Steamship Service Act

An Act of Parliament given Royal Assent on July 25 provided for the resumption of the British Columbia Coast Steamship Service between Vancouver Island and the mainland of British Columbia, operated by the Canadian Pacific Railway Company, which had been closed by a strike since May 16.

The Act gave the Governor in Council authority to appoint an administrator to carry on all or any part of the business of the company and made him the agent of the company for the purpose of carrying on its business subject to the directions of the Governor in Council. R. K. Smith was appointed administrator on July 25 (L.G. Aug., p. 838).

The administrator was required by the Act to resume forthwith the carrying on of the business of the company suspended by the strike. Every employee then on strike was required to return to work on the terms and conditions set forth in designated collective agreements (the agreements in effect before the strike) amended by the Act to increase rates of wages by 8 per cent. As amended, each agreement was extended until a new collective agreement comes into effect.

The company and persons acting on its behalf were prohibited from refusing to allow any employee to return to work or discharging any employee by reason of his having gone on strike.

The officers authorized to bargain on behalf of each union were directed to give notice to the members of the union that any strike authorization given them before the commencement of the Act was made invalid by the Act.

The company and each of the three unions involved (The National Association of Marine Engineers of Canada, Inc.; The Canadian Merchant Service Guild, Inc.; and the Seafarers International Union of North America) were required to enter into negotiations forthwith with a view to settlement of the matters in dispute and to bargain in good faith with one another and make every reasonable effort to conclude an agreement.

The Act further gives the Governor in Council authority to make regulations for ensuring the continued operation of the business of the company, for directing the administrator, and for establishing procedures for effecting a settlement.

The Governor in Council is also given the authority to refer to a board of three arbitrators, on the request of the parties, any matters relating to the revision or amendment of the existing collective agreements. It may also refer to a board of arbitration such matters "as the Governor in Council may deem expedient," and may make regulations for giving effect to the

(Continued on page 1180)

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Initial claims for benefits in July up 7 per cent over June total and 53,000 higher than year-earlier figure, statistics* show. Claimants on live file down 4 per cent from June but up 46 per cent from year ago

The number of initial and renewal claims for unemployment insurance benefit in July was 167,402, about 7 per cent more than the June total of 155,754. During July 1957 initial and renewal claims filed numbered 114,107.

The larger number of claims in July is associated mainly with curtailed production in certain branches of manufacturing, particularly transportation equipment.

A total of 300,826 persons had a claim for unemployment insurance benefit (regular) in the "live" file on July 31, some 46 per cent above the total of 205,779 for July 31, 1957. On June 30 the count of claims in the live file was 445,487 (this figure includes a residual of 131,878 claims on behalf of seasonal benefit claimants). The number of claimants for regular benefit at July 31 compared with the previous month declined by some 12,000 or 4 per cent.

Males comprised 68.3 per cent of the total claimants on July 31, compared with 70.7 on June 30 and 67.5 on July 31, 1957.

Postal claimants comprised 29.5 per cent of the July 31 claimant group, down approximately 5 percentage points from the June ratio of 34.4 per cent. On July 31, 1957, 29.1 per cent were classed as postal.

On July 31, 42 per cent of the claimants had relatively short duration on claim, i.e., 4 weeks or less, while 20 per cent had a continuous record of at least 21 weeks. This represents a substantial change from the end of June, when these proportions were 27 and 35 per cent, respectively. This rather sharp change in the composition of the claimant group is due to the fact that the June 30 data included seasonal benefit claimants, of whom a large portion had a relatively long period on claim. At

the end of July 1957, fewer than 15 per cent of claimants had been on claim 21 weeks.

Twenty-two out of every 100 initial claims adjudicated during July did not show sufficient contributions to qualify for benefit. During June, only 7 per cent of initial claims fell into this category. The substantially higher qualifying ratio for June was due mainly to the operation during June of the seasonal benefit terms enabling claimants to qualify with a shorter period of attachment to insurable employment.

The July benefit payments at \$27 million were 28 per cent below the June total of \$37 million, but were almost double the amount paid out during July last year (\$14 million). Payment data for the month included final payments outstanding to seasonal benefit claimants at the end of the seasonal benefit period.

The average weekly payment was \$20.67 for July, \$20.72 for June and \$20.12 for July 1957.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for July show that insurance books or contribution cards have been issued to 4,181,084 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1958.

At July 31 employers registered numbered 305,683, an increase of 535 since June 30.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

*See Tables E-1 to E-4 at back of book.

Enforcement Statistics

During July, 5,708 investigations were conducted by enforcement officers across Canada. Of these, 3,906 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 122 were miscellaneous investigations. The remaining 1,680 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 195 cases, 68 against employers and 127 against claimants.* Punitive disqualifications as a result

of claimants' making false statements or misrepresentations numbered 972.*

Unemployment Insurance Fund

Revenue received in July totalled \$22,552,462.00 compared with \$19,427,334.68 in June and \$23,070,810.31 in July 1957. Benefits paid in July totalled \$26,782,089.93 compared with \$36,962,854.91 in June and \$13,776,646.25 in July 1957. The balance in the fund on July 31 was \$640,291,006.61; on June 30 it was \$644,520,634.54 and on July 31, 1957, \$862,023,425.84.

Decisions of Umpire under the Unemployment Insurance Act

Decision CUB-1545, August 11, 1958

Summary of the Main Facts: The claimant, widowed, 41 years of age, was temporarily employed by the Town of Z....., N.S., as a typist at a reported wage of \$48.56 a week from December 1, 1957 to December 21, 1957. On December 23, 1957, she filed an initial application for benefit and registered for employment as a telegraphic typewriter operator. Previous to the aforementioned employment she worked as a typist for the Canadian National Railways.

On January 15, 1958, the claimant was notified of temporary employment of about three months duration as a clerk and typist with the National Employment Office, Z....., N.S., at a wage of \$1.00 an hour. The hours of work were seven and a half a day and 37½ a week. She refused to accept the offer of employment for the reasons that, as she was receiving treatments from her doctor, she had to be ready to take them at any time, that her doctor had requested her to rest until May so that she would be in good health if she obtained steady work then and that the wages were lower than those which she had received while working for the CNR.

On January 20, 1958, the insurance officer disqualified the claimant from receipt of benefit from December 22, 1957, because, in his opinion, she was not available for work in that she was ordered by her doctor to take a rest and was under his care. He disqualified her also from January 12, 1958

to February 22, 1958, on the ground that she had, without good cause, refused to accept a situation in suitable employment (sections 54 (2) (a) and 59 (1) (a) of the Act).

The claimant submitted a medical certificate dated January 20, 1958, to the effect that she was suffering from an illness whereby she would not be capable of resuming employment for approximately two months, that its onset had been gradual over two to three months, and that she had first been examined by her physician on December 30 and subsequently on January 6, 1958. There is a note in the margin of the certificate to the effect that it is not "accepted" by the insurance officer as it does not state the date of commencement of the illness.

On January 22, 1958, the claimant appealed to a board of referees, stating that when she was offered the position with the National Employment Office over the telephone, she inquired if her refusal to accept the job would jeopardize her chances of receiving benefit and was told that such was not necessarily so; that at the same time she informed the officer over the telephone that she was under the care of her doctor but could, nevertheless, accept employment, that she informed him also that she would forego the medical treatments rather than suffer the loss of payment of benefit, that she was advised that if her separation from her previous employment was not on account of ill health and that once her claim had been approved and benefit had been paid, she would continue to receive such (which she did for

*These do not necessarily relate to the investigations conducted during this period.

the first two weeks after her waiting period) unless she refused an offer of suitable employment. She stated also that she was registered for employment as a telegraphic typewriter operator but no position of a similar classification had been offered to her.

The board of referees, after having heard a representative of the claimant's Brotherhood on March 13, 1958, by a unanimous decision upheld both disqualifications. In arriving at its decision, the board felt that the employment was suitable and should have been acceptable in view of the nature of the work and the rate of pay involved; that it seemed that the claimant refused to accept the employment because of her health, yet she contended all the while to be available, holding herself in readiness and in anticipation of obtaining her previous employment with the CNR; and that, in other words, she was so restricting the sphere of her employment as to be considered not available for work.

The claimant's Brotherhood appealed to me mainly on the grounds that the wages and working conditions were not as good as the claimant previously had with the CNR, the wages for the job offered being \$11.06 a week less and the position was below that of typist, which was her occupation at the time of being laid off; that receiving medical treatment only after being in receipt of benefit should not disqualify her from payment thereof; that she was prepared to forego treatment if such affected her eligibility for benefit and that there was no evidence of her refusal to accept employment nor that she mentioned to the employment officer that she had to take a rest.

The Brotherhood also requested an oral hearing before me, which was held on July 15, 1958. Both the claimant and the Unemployment Insurance Commission were represented.

Among the records are two letters dated June 23 and 28, 1958 respectively, which the claimant wrote to an official of the Brotherhood and wherein she stated that the operation she underwent was an hysterectomy, that her physician could not state exactly when her trouble first occurred as nobody can tell when "growths" begin, that she called him when she first started to haemorrhage, on December 30, 1957, that she entered the hospital on January 28, 1958, and was operated on the next day, that she was under the care of her doctor when the employment was offered to her, that it was only the day before her

admittance to the hospital that it was decided she would have to enter the hospital and that it would be noted from the report of the employment officer that she did not refuse to accept work.

Considerations and Conclusions: The record shows that for several months, prior to December 21, 1957, when her temporary employment with the Town of Z..... terminated, the claimant had been in the employ of the Canadian National Railways as telegraphic typewriter operator. During all this time no question of the claimant's health arose, and although subsequent events proved that for a month or two, unknown to herself, she had been affected by a gradual internal growth, this did not in any way interfere with the carrying out of her duties.

The first occasion on which the claimant consulted a doctor was on December 30, 1957, when she began to haemorrhage, and I consider that on the evidence, until this occurred, she was quite capable of working.

No offer of employment was made to the claimant until January 15, 1958, and even then when her malady was obvious she showed her readiness to forego rest and medical treatment and accept the offer, in the event that a refusal to do so would have adversely affected her rights to unemployment insurance benefits. This does not prove that she was capable of work on the date of the offer but it is an indication of the claimant's honesty of purpose. To have attempted to work in mid-January would have been foolhardy, especially as two weeks later she had to undergo an operation.

I consider that, as from December 30, 1957, the claimant for all practical purposes was no longer capable of work, within the meaning of the Act. As a consequence I find that she had good cause for not taking up the employment which was offered to her on January 15, 1958, and that, if she had previously become entitled to receive benefit and otherwise continued to be so entitled, she would by virtue of the provisions of section 66 of the Act be relieved from disqualification under section 54 (2) (a), and for so long as she remained totally incapacitated by reason only of her illness.

Subject to verification by the Insurance Officer of the fact that by December 30, 1957, the claimant had served her waiting period and otherwise continued to be entitled to receive benefit, which information does not appear to be contained in the file, the union's appeal is allowed.

(Translation)

Summary of the Main Facts: The claimant, a 43-year-old married woman, worked as an office clerk for a federal Department at M....., from February 18, 1957 to June 30, 1957, at a salary of \$185 a month. She had worked in this capacity as a temporary employee for the same employer approximately $4\frac{1}{2}$ months each year for four years.

She filed an initial claim for benefit during the week of June 30, 1957, and drew benefit until the expiration of the entitlement established in her behalf, that is, until the end of October.

On December 17, 1957, she filed a new initial claim for benefit and registered for employment as an office clerk and a seasonal benefit period was established in her behalf in accordance with the provisions of section 50 (b) of the Act. The same day, the local office notified her of a position in her usual occupation in the same federal Department at B....., located 45 minutes by train from her home (transportation costs: 50¢ a day). This was temporary employment at the rate of \$1.00 per hour, which was to last about six months and which carried with it the obligation of doing overtime work at the employer's request. The claimant refused the proffered employment because she wanted to be back home not later than 6 o'clock every night to take care of her children, which task the need to do some overtime work would not permit.

In his comments, the placement officer pointed out that the claimant would have been expected to work two nights a week, two hours per night, on request, and that he had considered the employment suitable for the claimant on account of her long period of unemployment and because she had been engaged for some years now in temporary work only.

On December 30, 1957, the insurance officer disqualified the claimant from receipt of benefit for the period starting December 16, 1957, to January 25, 1958, being of the opinion that she had refused without good cause to apply for the proffered employment (section 59 of the Act). At the same time, the insurance officer also disqualified the claimant from receipt of benefit as of December 15, 1957, being of the opinion that she had not proved herself available for work (section 54 (2) (a) of the Act).

On January 2, 1958, the claimant appealed to a board of referees. She explained that the position offered, in addition to "necessitating" transportation by train and street-car at a cost of 75¢ a day, required

overtime work-sessions at night, a condition she was absolutely unable to accept on account of her domestic responsibilities which required her to be at home from 6 o'clock at night. On January 21, 1958, she added that in the employment offered her, the overtime work was not restricted to two hours per night, two nights a week, but was rather a daily practice. This, moreover, was confirmed by the employer, who specified that all his employees had to do overtime work on request, as the work might require, even on Saturday.

On January 23, 1958, the board of referees by majority finding upheld the two decisions of the insurance officer, being of the view that the domestic responsibilities of the claimant were not a sufficient reason for refusing the suitable employment which had been offered her, even if she had to do some overtime. The dissident member of the board expressed the opinion that the claimant should be maintained in her right to benefit, as the overtime work was an obligatory condition which was not being left to the claimant's discretion.

On January 29, 1958, the claimant appealed before me, alleging that she had never refused to work and that she should not be forced to accept a position requiring as a regular practice hours of overtime at night, which were not compatible with her domestic responsibilities. On March 24, 1958, the claimant in addition submitted a brief in which she added that the employment offered should not be considered suitable simply because she had been unemployed for a long period and had worked only in a temporary capacity.

The hearing of the case was held in M....., on May 6, 1958. The claimant and the Unemployment Insurance Commission were both represented.

Considerations and Conclusions: I do not think that it would be equitable to give paragraph (b) of section 59 (2) of the Act an interpretation that would make an employment of six months in the usual occupation of the claimant be suitable, when it necessitates, as in the present case, the obligation to do overtime work otherwise than occasionally or exceptionally.

With respect to the availability of the claimant, I confess that it leaves much to be desired and I would not hesitate to confirm the disqualification imposed under section 54 (2) (a) if the claimant's comments concerning the need for her to travel to get to work clearly indicated that she refused to do so. Such is not the case, however, and I do not feel justified in finding the claimant not available on the

(Continued on page 1180)

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during August

Works of Construction, Remodelling, Repair or Demolition

During August the Department of Labour prepared 257 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 228 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in August for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited	1	\$ 47,730.00
Post Office	15	109,706.30
R.C.M.P.	21	122,863.77

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be held upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during August

During August the sum of \$3,688.96 was collected from five contractors for wage arrears due their employees arising out of the failure of the contractors or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 148 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during August

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Southside Marsh N S: McCully & Soy Ltd, construction of dyke & drainage, NS 113.

Atomic Energy of Canada Limited

Chalk River Ont: Hill-Clark-Francis (Quebec) Ltd, construction of biology & health physics bldg, No 513.

Central Mortgage and Housing Corporation

Amherst N S: G E Carr, *exterior painting of housing units, 4/48. *New Glasgow N S:* Maritime Sprayers & Decorators Ltd, *exterior painting of housing units, 2/48. *Stellarton N S:* Maritime Sprayers & Decorators Ltd, *exterior painting of housing units, 1/48. *Trenton N S:* Maritime Sprayers & Decorators Ltd, exterior painting of housing units, VR 1/48. *Camp Gagetown N B:* Conniston Construction Co Ltd, site improvement & planting, DND 55/54; Atlas Construction Co Ltd, construction of school, DND 52/54; W E Emerson & Sons Ltd, replacement of furnaces, DND 48/54. *Farnham Que:* Planned Renovators, *exterior painting of housing units. *Montreal Que:* Charney Bros Inc, exterior painting of apartment bldgs, etc. Benny Farm; Planned Renovators, exterior painting of housing units, Villerey Terrace. *Nitro Que:* Lucien Cardinal, *repairs to sheds. *Sherbrooke Que:* W Collin Reg'd, exterior painting of housing units. *Hamilton Ont:* Borgstrom Bros Ltd, site improvement & planting, FP 5/55. *Kenora Ont:* J H From, site improvement & planting, FP 2/56. *London Ont:* K Dudek, *exterior painting of Cleve Court Apartments. *North Bay Ont:* Conniston Construction, site improvement & planting, FP 1/52. *Napanee Ont:* Arnold Clark, *exterior painting of housing units. *Ottawa Ont:* O'Learys Ltd, *paving of parking area, Stratheona Heights. *Pembroke Ont:* C A MacDowell & Co, *exterior painting of housing units. *Pelawawa Ont:* Evans Contracting Co Ltd, site improvement & planting, DND 9/55. *Renfrew Ont:* C A MacDowell & Co, *exterior painting of housing units. *Trenton Ont:* Tatham Co Ltd, construction of school extension, DND 6/58. *Waterloo Ont:* Walker Painting & Decorating Co Ltd, exterior painting of housing units (HECI). *Moose Jaw Sask:* Joe Beer, *exterior painting of housing units, project 2-6. *Cold Lake Alta:* Poole Engineering (1958) Ltd, paving of roads, DND 4/55 & 6/55. *Edmonton Alta:* Poole Construction Co Ltd, construction of school extension, DND 11/58; Edwin Tonn, exterior painting of housing units, 8/48 & 9/49. *Red Deer & Ponoka Alta:* Thorne Bros, *exterior painting of housing units. *Matsqui B C:* Deitcher Construction Co, construction of housing units, DND 1/58. *Trail B C:* M E Obal Sash & Door Co Ltd, exterior painting of housing units, VR 1/48.

Department of Citizenship and Immigration

Shubenacadie Indian Agency N S: Jack Bradley (Maritimes) Ltd, renovations to plumbing, Shubenacadie IRS. *Christian Island Indian Agency Ont:* Nap Beauchamp Construction Co, additions to UC School, Christian Island. *Manitoulin Indian Agency Ont:* P Harper & Co, construction of pump house, etc. Wikwemikong. *Walpole Island Indian Agency Ont:* J L Thompson Supply Co Ltd, alterations & additions to Agency office. *Portage la Prairie Indian Agency Man:* R E Turner, repairs to Birtle IRS. *Touchwood Indian Agency Sask:* Matheson Bros Ltd, mechanical renovations at Gordon's IRS. *Blood Indian Agency Alta:* Holte & Nordlund, repairs & alterations to fire escapes, etc, Blood IRS. *Lesser Slave Lake Indian Agency Alta:* Van Vliet Construction Co Ltd, construction of staff residences, High Prairie. *Saddle Lake Indian Agency Alta:* Valere's Construction, construction of staff residence, Saddle Lake Indian Reserve. *Stony-Sarcee Indian Agency Alta:* A C Scott Plumbing, installation of plumbing facilities & miscellaneous work, Morley IRS. *Bella Coola Indian Agency B C:* Martin Bros Ltd, construction of domestic water supply, Kitimat Indian Reserve No. 2. *West Coast Indian Agency B C:* Glazier Plumbing & Heating, alterations to heating system, Alberni IRS.

Defence Construction (1951) Limited

Summerside P E I: Newton Construction Co Ltd, construction of armament bldgs, RCAF Station. *Cornwallis N S:* Connolly & Twizell Ltd, construction of underground steam distribution system, HMCS Cornwallis; Kenney Construction Co Ltd, construction of central heating plant, HMCS Cornwallis. *Greenwood N S:* Acadia Construction Ltd, construction of armament bldgs, RCAF Station; Cameron Contracting Ltd, construction of water reservoir, RCAF Station. *Halifax N S:* A D Ross & Co Ltd, supply & installation of switchboard, HMC Dockyard; Raymond Bourbeau, construction of sports field, Shannon Park; J P Porter Co Ltd, *dredging at Seaward Defence Base. *Chicoutimi Que:* C Jobin Ltee, construction of QM stores bldg & heating plant. *Barriefield Ont:* G M Gest Ltd, remedial repairs to underground fire alarm system & telephone ducts with drainage system. *Downsview Ont:* Donald MacLaren Ltd, supply & erection of pre-fabricated steel bldg & outside services, RCAF Station. *London Ont:* Ellis Don Ltd, construction of warehouse No 4, etc, No 27, COD. *Navan Ont:* M J Sulpher & Sons Ltd, construction of command receiver bldg & outside services, RCAF Station. *Rockcliffe Ont:* Boreal Construction Co, construction of addition to AMC headquarters bldg & outside services, RCAF Station. *Uplands Ont:* International Water Supply Ltd, *drilling of well, RCAF Station; Evans Contracting Co Ltd, grading, seeding & sodding, RCAF Station. *Saskatoon Sask:* Asphalt Services Ltd, reconstruction of roads & parking lots, etc, RCAF Station. *Calgary Alta:* Dominion Bridge Co Ltd, supply & erection of structural steel for drill hall, Sarcee Camp. *Esquimalt B C:* Yarrows Ltd, repairs to oil storage tank No 2, Colwood. *Vancouver B C:* Bay Co (BC) Ltd, supply & installation of boiler, RCAF Station. *Frobisher Bay N W T:* C A Pitts General Contractor Ltd, construction of Air Force refuelling base.

Building and Maintenance

Hagersville Ont: Cosens Electric Ltd, installation of electric automatic fire alarm system in various bldgs. *Kingston Ont:* Cornwall Steeplejack & Waterproofing Co, repairs to & repointing of stone wall, CASC; Donald M Hawkins & Co, exterior painting of bldgs, RMC. *Picton Ont:* Ontario Building Cleaning Co Ltd, repairs to & repointing of masonry & brickwork, armouries. *Rockcliffe Ont:* O'Learys (1956) Ltd, repairs to runway, RCAF Station. *Trenton Ont:* Tatham Co Ltd, installation of tile floor in drill hall, RCAF Station. *Port Churchill Man:* Carter Construction Co Ltd, alterations to water treatment plant. *Rivers Man:* Nelson River Construction Ltd, repairs to aircraft parking area, RCAF Station. *Winnipeg Man:* Kipp Kelly Ltd, modification of boilers, RCAF Station. *Calgary Alta:* Wm Clark Roofing & Building Supplies Ltd, reroofing & reflashings of bldgs 66 & 67, RCAF Station; Norwin Decorating Ltd, exterior painting of PMQs, Currie Barracks. *Wainwright Alta:* Taylor Decorating Ltd, exterior painting of bldgs at camp. *Boundary Bay B C:* Monarch Roofing Co, reroofing of hangar No 3.

Department of Defence Production

Summerside P E I: Curran & Briggs Ltd, repairs to & paving of PMQ driveways, RCAF Station; J Rawek, exterior painting of PMQs, RCAF Station; Berken Painting Co, exterior painting of PMQs, RCAF Station. *Cornwallis N S*: E G MacCaul & Son, installation of boiler, etc, in bldgs, *HMCS Cornwallis*. *Dartmouth N S*: S W Ferguson Ltd, refinishing surfaces of hammerhead crane, RCN Armament Depot. *Greenwood N S*: Municipal Spraying & Contracting Ltd, surfacing of PMQ driveways, RCAF Station; Fred T Cleveland, interior painting of PMQs, RCAF Station. *Halifax N S*: S W Ferguson Ltd, renovations of cranes on jettys 1 & 4, *HMC Dockyard*; S W Ferguson Ltd, renewal of roofing & parapets, Bldg 511, *HMCS Stadacona*. *Shearwater N S*: Municipal Spraying & Contracting Ltd, resurfacing of roads, RCN Air Station. *Coldbrook N B*: Stephen Construction Co, patching & sealcoating of pavement, 40 Camp Ordnance Railroad. *Bouchard Que*: Berwil Boiler & Steel Works Ltd, fabrication & erection of boiler breeching, Bldg No 39, No 4 Works Coy, RCE Detachment. *Montreal Que*: W B McGuire Engineering Co Ltd, installation of transitube system between Administration Bldg & Office Bldg, Ordnance Depot Area. *Quebec Que*: Antonio Barrette, rebuilding of retaining wall, Commissariat wall & Administration Bldg wall, La Citadelle. *Barriefield Ont*: Cardinal Painting & Decorating Co Ltd, exterior painting of various bldgs, RCEME school. *Downsview Ont*: Canadian Refractories Construction Ltd, boiler repairs, No 1 Supply Depot. *Churchill Man*: Heather & Little, reroofing of tar & gravel roofs, *HMCS Churchill*. *Portage la Prairie Man*: A Forsythe Coal Co Ltd, construction of tennis court & fencing, RCAF Station. *Saskatoon Sask*: Foulds Construction Ltd, construction of garages, RCAF Station. *Calgary Alta*: Pioneer Paving Ltd, construction of roads, Currie Barracks. *Cold Lake Alta*: Canadian National Railways, extension of spur track, RCAF Station. *Lethbridge Alta*: Wm Clark Roofing & Building Supplies Ltd, replacement of roofing on bldg No 23 & leantos, Kenyon Field. *Chilliwack B C*: Columbia Bitulithic Ltd, resurfacing of roads & parking areas at camp. *Esquimalt B C*: Parfitt Construction Co Ltd, alterations to various offices, bldg No 50, *HMC Dockyard*; Hume & Rumble Ltd, alterations to electrical system, bldg No 50, *HMC Dockyard*. *Northwest Highway System*: International Water Supply Ltd, *installation of tubular well, mile 1016.

National Harbours Board

Halifax N S: Standard Paving Maritime Ltd, repairing, widening & paving sections of marginal roadway, Ocean Terminals. *Montreal Que*: Louisbourg Construction Ltd, installation of water supply system at sections 40-42, Laurier Pier & section 110; Geocor Ltd, waterproofing exterior walls & roof of grain elevator, B Annex. *Quebec Que*: Berger-ville Estates Ltd, construction of shed 8, Pointe-a-Carey; Cimota Construction Corp Ltd, construction of yardmaster's office & lunchroom. *Three Rivers Que*: Regional Asphalt Ltd, paving at sections 10, 11 & 12. *Vancouver B C*: Seabord Sheet Metal Ltd, renewal of roofing, Elevator No 1.

Department of National Revenue

Marienthal Sask: Weyburn Builders & Supplies Ltd, construction of residence. *Pleasant Camp B C*: Dawson & Hall Ltd, construction of office bldg & garage.

Department of Public Works

Badger's Quay Nfld: Louis Briffett & Sons Ltd, construction of post office bldg. *Georgetown P E I*: Douglas Bros & Jones Ltd, improvements to Railway Wharf. *Port Borden P E I*: Robert H Rankin, construction of post office bldg. *New Edinburgh N S*: B & M Comeau Construction Co Ltd, breakwater repairs. *North West Cove N S*: L G & M H Smith Ltd, wharf extension. *Petit de Grat N S*: MacDonald, MacDonald, MacDonald & MacDonald, breakwater repairs. *St Andrews N B*: L G & M H Smith Ltd, wharf repairs. *Saint John N B*: Veterans' Window Cleaning Co, cleaning windows of federal bldgs for 1958-59; J E Wilson Roofing Co Ltd, installation of ventilation system in federal bldg; Richard & B A Ryan Ltd, construction of standards bldg. *Wilson's Beach N B*: J W McMulkin & Son Ltd, breakwater wharf extension. *Gros Cap Que*: Les Entreprises de l'Est Ltée, construction of roadway. *Havre aux Maisons Que*: Entreprises de l'Est Ltée, improvements to landing. *Pointe-au-Pic Que*: Gustave & Jean-Marie Dufour,

construction of protection walls. *Montreal Que*: J Rosario Loyer, construction of vault bldg; Boiler Brickwork Co Ltd, rebrickng of fire boilers, Customs Examining Warehouse. *Riviere au Tonnerre Que*: Alphonse Montminy & Fils Inc, harbour improvements. *Ste Agathe des Monts Que*: Conrad Forget Inc, additions & alterations to federal bldg. *St Nicholas Que*: South Shore Construction Reg'd, construction of protection wall. *Arnprior Ont*: C A Leonard Electrical Co Ltd, electrical repairs, etc. Bldg No 28, Civil Defence College. *Blind River Ont*: Samson Construction Ltd, construction of post office bldg. *Brooklin Ont*: Simpsons Wood Products, alterations to screenline, new Post Office. *Cobourg Ont*: Sir Lindsay Parkinson (Canada) Ltd, repairs to pier. *Colchester Ont*: Dean Construction Co Ltd, harbour improvements. *Collingwood Ont*: Dalton Engineering & Construction Co Ltd, alterations to federal bldg. *Deep River Ont*: R G Reinke Sons Ltd, construction of federal bldg. *Don Mills Ont*: Smith Bros & Sons Builders Ltd, moving temporary bldg to Downsview. *Hamilton Ont*: Raymond International Co Ltd, harbour repairs & improvements for Ship Street Wharf, stage 3, Terminal No 3. *Ottawa Ont*: Ron Engineering & Construction Co Ltd, construction of addition No 2 to Finance Bldg, Tunney's Pasture; A Lanctot Construction Co Ltd, roofing & repairs to flashings, etc, Laurier House & Annex; L Beaudoin Construction Ltd, repairs to & repointing of exterior walls & steps, Supreme Court garage; A P Green Fire Brick Co Ltd, refractory work on boilers, Connaught Bldg; Bedard-Girard Ltd, replacement of transformers, etc, Rideau Hall; J E Copeland Co Ltd, construction of PBX bldg, Riverside Drive Development; Sunnyday Contractors Ltd, repairs & painting, Old Printing Bureau; Perini Ltd, construction of central heating system, Central Experimental Farm. *Toronto Ont*: Taylor Bros, installation of screenline, Postal Station "U", The Queensway. *Indian Head Sask*: Gall's Lumber Yard, construction of headerhouse, Experimental Farm. *Banff National Park Alta*: Premier Construction Co Ltd, grading, culverts, base course & prime coat, mile 1 to mile 9.5, Banff-Windermere Highway; Standard Gravel & Surfacing of Canada Ltd, grading, culverts & base course, mile 46 to mile 58, & construction of North Saskatchewan River Bridge, mile 47.9, Banff-Jasper Highway; Storms Contracting Co (Pacific) Ltd, grading, culverts, base course & prime coat, mile 58 to mile 67.7, Banff-Jasper Highway. *Elk Island National Park Alta*: Edmonton Construction Co Ltd, construction of residence, garage & other bldgs. *Fort St John B C*: C J Oliver Ltd, construction of RCMP detachment quarters. *Glacier National Park B C*: General Construction Co Ltd, grading, culverts & construction of bridge, mile 18.7 to mile 23.3, Trans-Canada Highway; Emil Anderson Construction Co Ltd, grading & culverts, mile 9.7 to mile 12.41, Trans-Canada Highway. *Kitkatla B C*: Northwest Construction Ltd, construction of approach & floats. *Mount Revelstoke National Park B C*: John Laing & Son (Canada) Ltd, grading, culverts & sub-base, mile 0 to mile 7.5, Trans-Canada Highway. *Prince George B C*: Wood-Craft Construction, installation of observation gallery in post office section of federal bldg. *Prince Rupert B C*: Pacific Piledriving Co Ltd, harbour improvements, Fairview Bay. *Sea Otter Cove B C*: Pacific Piledriving Co Ltd, construction of mooring buoys. *Fort Providence N W T*: Edmonton Construction Co Ltd, construction of school & power house, etc. *Fort Smith N W T*: Edmonton Construction Co Ltd, construction of houses. *Hay River N W T*: Edmonton Construction Co Ltd, construction of various bldgs. *Whitehorse Y T*: Dawson & Hall Ltd, extension to trucking area, federal bldg.

Contracts Containing the General Fair Wages Clause

Charlottetown P E I: Alexius McQuaid, cleaning of windows, Dominion Bldg. *Skinner's Pond P E I*: Maritime Dredging Ltd, dredging. *Blandford N S*: J P Porter Co Ltd, dredging. *Lockport N S*: Clinton A Peterson, ground improvements at Post Office bldg. *Fredericton N B*: Weyman Construction Co Ltd, repairs to vault door, federal bldg. *Berthierville Que*: Theode Robidoux Inc, dredging. *Hull Que*: Samuel Lampert & Co Ltd, alterations to ductwork, New Printing Bureau; Raoul Dupuis, interior repairs to Connor Washer bldg. *Quebec Que*: Maconerie Savard Inc, masonry repairs to Uppertown Post Office bldg. *Ste Anne de la Pocatiere Que*: Maurice Langlais, alterations alterations to heating plant, Service Laboratory. *Ste Therese Que*: Jean-Marie Forget, exterior painting of federal bldg. *London Ont*: Ross Urquhart Construction Ltd, repairs to canteen, Income Tax bldg; McKay-Cocker Construction Ltd, alterations to canteen, Film Board bldg. *Ottawa Ont*: Canadian Refractories Ltd, repairs to boiler room, Daly Bldg; Universal Painters & Decorators, redecoration at No 8 Temporary Bldg; Stanley G Brooks, electrical repairs, Postal Terminal Bldg; Rene Cleroux, repairs to plumbing, Centre Block, Parliament Bldgs; A Lanctot Construction Co, alterations to East Block, Parliament Bldgs; Sunnyday Contractor Ltd, repairs to Norlite Bldg;

A Lanetot Construction Co, alterations to West Block, Parliament Bldgs; Ottawa Mechanical Services, repairs to heating system, Experimental Farm; J G Tompkins & Co, alterations to Jackson Bldg; Roland Lariiviere Ltd, repairs to stairs, RCMP HQ Bldg; Edgar Dagenais, alterations to RCMP Stores Bldg; Ted Wojdaeki, redecoration at No 4 Temporary Bldg. *Toronto Ont*: Reg F Meekins Ltd, installation of partitions, 21 King St; Joseph A Giguere, cleaning at Postal Station "V". *Prince Albert Sask*: H D P Construction Ltd, repairs to parapet walls, federal bldg. *Regina Sask*: W H McDiarmid Construction Co, installation of lock boxes, Post Office bldg. *Cape Mudge B C*: Victoria Pile Driving Co Ltd, breakwater repairs.

The St. Lawrence Seaway Authority

Lachine Section Que: Chas Duranseau Ltée, construction of lower highway bridge over regulating channel, St Lambert Lock. *Lachine & Soulanges Section Que*: Standard Electric Co Inc, supply & installation of transmission lines & series lighting. *International Rapids Section Ont*: Marine Industries Ltd, supply of sounding sweep No 2, Iroquois Lock.

Department of Transport

Burnt Island Nfld: Benson Builders Ltd, construction of dwelling & fog alarm bldg & demolition of existing bldgs. *Jude Island Nfld*: Bert Davis, construction of dwelling & fog alarm bldg & demolition of existing bldgs. *Pownal P E I*: Borden T Myers, construction of omni range bldg & related work. *Cape D'Or N S*: Cameron Contracting Ltd, construction of dwellings & demolition of existing dwelling. *Port Hastings N S*: Maritime Steel & Foundries Ltd, erection of wire rope fenders at lock, Canso Canal. *Fox Island N B*: J W & J Anderson Ltd, construction of dwelling. *St Johns Que*: Les Entreprises Frontenac Ltée, additional development at airport. *Seven Islands Que*: H J O'Connell Ltd, additional development at airport. *Fort William Ont*: Stead & Lindstrom Ltd, construction of radar equipment bldg, etc, Lakehead Airport. *Malton Ont*: Whelpton Electric Ltd, installation of primary cable at airport. *Timmins Ont*: Whelpton Electric Ltd, construction of additional power duct at airport. *Trenton Ont*: Conrad-Rawlinson Ltd, painting of Dundas Street Bridge, Trent Canal. *Dauphin Man*: Grant Lamb & Martin Murray, construction of airport lighting facilities. *Calgary Alta*: Gallelli & Sons Co Ltd, construction of entrance roads to VOR site & raytheon AASR bldg site & related work. *Lethbridge Alta*: General Construction Co (Alberta) Ltd, additional development at airport. *Whitecourt Alta*: Waterloo Construction Ltd, construction of dwelling & addition to radio operations bldg. *Victoria B C*: Victoria Machinery Depot Co Ltd, *repairs to CGS St Stephen. *Williams Lake B C*: Rural Well Drillers, drilling of well, airport. *Frobisher Bay N W T*: Carter Construction Co Ltd, additional development at airport. *Yellowknife N W T*: Wirtanen Electric Co Ltd, construction of airport lighting facilities. *Watson Lake Y T*: Wirtanen Electric Co Ltd, construction of airport lighting facilities.

B. C. Coast Steamship Service Act

(Continued from page 1170)

decision of the board of arbitration. However, no regulation made under this authority limits the rights of the parties to agree to vary or amend the terms of an existing agreement.

The authority of the administrator is to continue until new collective agreements are concluded with each union or until his appointment is terminated by the Governor in Council. The Act will expire no later than the thirtieth sitting day of the next session of Parliament.

Decisions of Umpire

(Continued from page 1174)

sole basis of her statement that she was not available after 6 o'clock at night. This is particularly true in the absence of any reasonable proof, firstly that there was not any proximate opportunity of employment during the hours she wished in her usual occupation and, secondly, that she would not have been ready to accept any other kind of employment if it did not require work after six o'clock at night.

For all these reasons, I must accord the claimant's appeal.

PRICES AND THE COST OF LIVING

Consumer Price Index, September 1958

The consumer price index (1949=100) increased 0.3 per cent between August and September, moving from 125.2 to 125.6, a new high*. In September 1957 the index stood at 123.3.

A 0.7-per-cent advance in the other commodities and services group accounted for half of the increase in the total index, and upward movements of 0.2 per cent registered by food, shelter and household operation groups contributed the remainder. The clothing index was down fractionally.

Largely as a result of increases in street car and bus fares, the other commodities and services index moved from 130.6 to 131.5. A 2-per-cent rise in hospital rates resulted from increases in cities of Ontario and Quebec; somewhat higher prices were reported for gasoline, automobile repairs and magazine subscription rates. Some further price decreases took place on 1958 models of new passenger cars, and battery prices were also lower.

The food index increased slightly from 122.6 to 122.9. A substantial increase occurred in egg prices, and lesser increases for bread, citrus fruits, canned juices and some canned fruits and vegetables. Apples and fresh vegetables, particularly tomatoes, experienced sharp seasonal declines. Beef prices eased slightly and pork prices were off quite sharply.

The shelter index rose from 139.1 to 139.4 with home-ownership up more than the rent component.

An increase in the household operation index, from 120.5 to 120.8, resulted from higher prices for a wide variety of items: soap flakes and detergents, telephone and laundry rates, shoe repairs, coal and utensils. Some items of furniture, floor coverings and textiles were up from August sale prices.

The clothing index was down slightly from 109.6 to 109.5, almost entirely as a result of sale prices for such items as men's topcoats, women's spring coats, boy's sport and T-shirts. Most clothing items showed no price movement.

Group indexes one year earlier (September 1957) were: food 121.9, shelter 135.6, clothing 108.3, household operation 119.8, and other commodities and services 127.1.

*See Table F-1 at back of book.

City Consumer Price Indexes, August 1958

Consumer price indexes (1949=100) were higher in eight of the ten regional cities between July and August, with increases ranging from 0.1 per cent in Winnipeg to 0.8 per cent in Saint John. The Edmonton-Calgary index was unchanged while a fractional decrease of 0.1 per cent occurred in the Montreal index*.

Food indexes rose in seven regional cities but were somewhat lower in Montreal, Winnipeg and Edmonton-Calgary. The shelter index rose in eight regional cities but remained unchanged in Halifax and Montreal. Clothing indexes were lower in most cities, reflecting summer sale prices, particularly in women's wear. Household operation indexes showed mixed results with three up slightly, four unchanged and the other three down. Other commodities and services indexes were unchanged or up only fractionally in all cities but Winnipeg, where a sharp increase in gasoline prices took place.

Regional consumer price index changes between July and August were as follows: Saint John +0.5 to 125.7; Ottawa +0.6 to 126.0; Toronto +0.5 to 128.9; Vancouver +0.5 to 125.1; St. John's +0.4 to 113.1†; Halifax +0.4 to 123.2; Saskatoon-Regina +0.3 to 122.2; Winnipeg +0.1 to 122.7; Montreal -0.1 to 124.9. Edmonton-Calgary remained unchanged at 121.3.

Wholesale Prices, August 1958

Canada's general wholesale price index (1935-39=100) declined slightly (0.1 per cent) between July and August to 226.8 from 227.0. Indexes for four of the eight major groups were lower, three were higher and one was unchanged. The general index was down 0.4 per cent from last year's 227.6.

Lower prices for furs, poultry, fresh meats and livestock offset higher prices for eggs, hides and skins and leather to move the animal products index down 1.1 per cent to 249.4 from 252.3 in July. This was the third successive monthly decline in this index. Lower prices for raw cotton and both domestic and imported raw wool were the main causes for a drop of 0.3 per cent in the textile products index to 227.8 from 228.4.

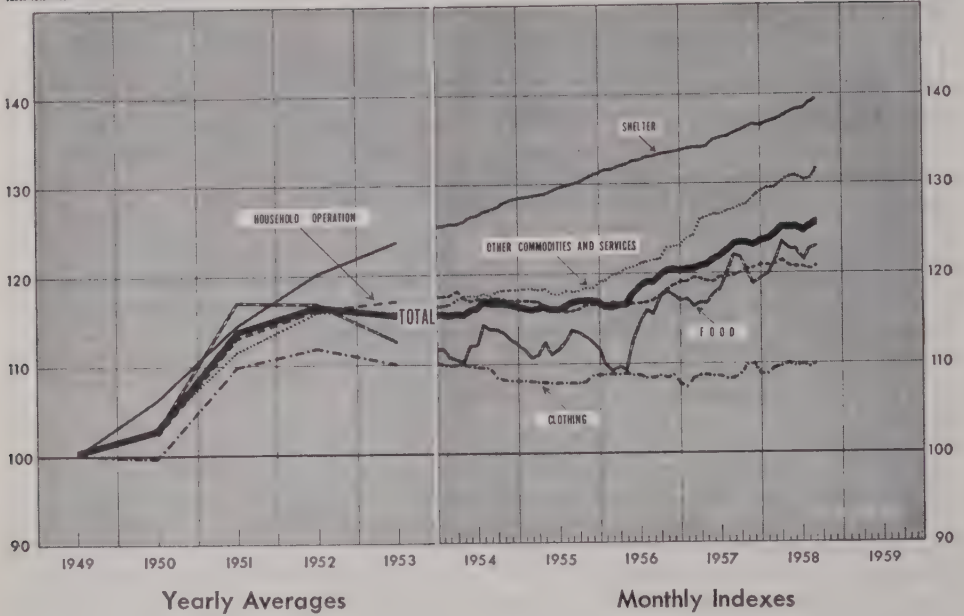
*See Table F-2 at back of book.

†On base June 1951=100.

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



Higher prices for copper were mainly responsible for the first increase in the non-ferrous metals group since December last, as the index rose 0.9 per cent to 164.2 from 162.8 in July. An advance in prices for cedar and fir contributed most to an 0.7 per cent gain in the wood products index to 297.9 from 295.8.

Canadian farm products at terminal markets rose 1.2 per cent from 210.0 to 212.5 in the four weeks August 29 to September 26. Strength in animal products, for which the index advanced 2.3 per cent from 264.0 to 270.1, reflected higher prices for steers and calves, and on western markets eggs, milk and lambs. Declines were registered by hogs and wool on both markets and for poultry, lambs and eggs in the East. The field products index declined slightly from 156.0 to 154.8. Re-

gional indexes were both higher, the eastern rising from 226.6 to 229.5 and the western from 193.5 to 195.4.

U.S. Consumer Price Index, August 1958

The United States consumer price index (1947-49=100) declined 0.2 per cent between mid-July and mid-August, moving from 123.9 to 123.7. It was the first decrease in two years. In August 1957 the index was 121.0.

Lower food costs, many of them the result of seasonal reductions in fresh fruits and vegetables, were largely responsible for the downturn.

U.K. Index of Retail Prices, July 1958

The United Kingdom index of retail prices (Jan. 17, 1956=100) declined from 110.2 to 108.5 between mid-June and mid-July. In July 1957 the index was 106.6.

Nova Scotia Federation of Labour

(Continued from page 1128)

The convention also passed resolutions advocating establishment of a higher minimum wage and Government assistance in

creating tourist accommodation in Nova Scotia for the "common man" at prices he can afford.

STRIKES AND LOCKOUTS

August 1958

In August, more than 18,000 workers in Canada were involved in a total of 54 work stoppages amounting to approximately 255,000 man-days. The number of man-days lost in work stoppages in August was three times as high as in July, and also much higher than the totals recorded in any other month since the beginning of the year*. The number of workers involved in work stoppages during August was also substantially above earlier levels in 1958.

Nearly half of the time loss for the month resulted from a strike of 8,000 workers employed by the Steel Company of Canada in Hamilton, which began on August 11 and was still in progress at the end of the month.

Of the 54 work stoppages reported during August, 19 involved 100 or more workers. Seven of these larger work stoppages had started prior to August, and four of the seven were still in progress at the end of the month. All but two of the twelve larger work stoppages that had started during August were still in progress at the end of the month.

Among Canada's provinces, Ontario had the largest number of work stoppages and

TABLE 1—NUMBER OF STRIKES AND LOCKOUTS, WORKERS AND TIME LOSS INVOLVED, BY INDUSTRY, AUGUST 1958.

Industry	No. of		Time Loss
	Strikes and Lockouts	No. of Workers	
Mining	1	176	4,400
Manufacturing ...	25	13,487	189,770
Construction	12	2,089	31,235
Transportation ...	8	2,514	25,765
Trade	5	150	2,370
Service	3	79	1,820

*Table G-1 at the back of this issue compares, on a monthly basis, the number of strikes and lockouts in existence during 1958 and 1957. The approximate number of workers involved and the time loss resulting are also compared on a monthly basis and the number of strikes and lockouts beginning during each month is indicated.

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence during August 1958. The approximate time loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement, if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and the industries in which they occurred.

also the highest time loss; in fact, almost two thirds of the total time loss during August was recorded in that province. Much of the time loss recorded in Ontario was caused by two stoppages—the steel strike in Hamilton and a dispute involving 1,200 workers employed by the breweries' distributing organization in the province.

In British Columbia, where a time loss of approximately 41,000 man-days was recorded for August, a strike of 1,300 long-shoremen employed by the B.C. Shipping Federation started during the second half of the month. Work stoppages, mostly small, were also reported from nearly all other provinces.

One of the few larger disputes outside Ontario and British Columbia was the strike of 2,100 shipbuilding workers in Lauzon, Que. This stoppage, which started in mid-August, caused approximately two thirds of the total time loss recorded in Quebec for the month.

TABLE 2—NUMBER OF STRIKES AND LOCKOUTS, WORKERS AND TIME LOSS INVOLVED, BY PROVINCE, AUGUST 1958.

Province	No. of		Time Loss
	Strikes and Lockouts	No. of Workers	
Newfoundland ...	2	1,020	10,200
Nova Scotia	4	385	5,600
New Brunswick ..	1	15	315
Quebec	8	2,682	31,715
Ontario	28	11,245	163,865
Saskatchewan	3	104	940
Alberta	1	78	1,560
British Columbia..	7	2,966	41,165

United Kingdom

During the first six months of 1958, work stoppages in the United Kingdom due to disputes led to the loss of 3,244,000 working days.

The loss of working days was about three times the normal rate of recent years (the average since 1932 being about 2,000,000 days a year) but was less than half the loss in 1957, amounting to 6,956,000.

The total number of workers involved in these stoppages was approximately 283,000, though more than 40,000 of these persons were involved in more than one stoppage.

The total number of stoppages beginning in the period was 1,442.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 122

Annual Reports

1. ALBERTA. WORKMEN'S COMPENSATION BOARD. *Fortieth Annual Report for the Year ended December 31, 1957*. Edmonton, 1958. Pp. 36.
2. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Report for the Year 1957*. London, H.M.S.O., 1958. Pp. 149.
3. ONTARIO. DEPARTMENT OF LABOUR. *Thirty-Eighth Report for the Fiscal Year ending March 31, 1957*. Toronto, Queen's Printer, 1958. Pp. 123.
4. UNITED NATIONS. DEPARTMENT OF SOCIAL AFFAIRS. *Yearbook on Human Rights for 1955*. New York, 1957. Pp. 431.

Apprenticeship

5. KURSH, HARRY. *Apprenticeships in America: a Guide to Golden Opportunities in Industry for Students, Parents, Teachers, Guidance Counselors, and Leaders in Education, Labor and Industry*. 1st ed. New York, Norton, 1958. Pp. 176.

Explains what apprenticeship is, what apprenticeship opportunities are available, necessary requirements to be an apprentice, and how the American system of apprenticeship works. There is a list of apprenticeable occupations with cross-index.

6. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *National Bricklaying Apprenticeship Program and Standards, prepared and approved by the National Joint Bricklaying Apprenticeship Committee, representing the Associated General Contractors of America, inc., the Mason Contractors' Association of America and the Bricklayers, Masons and Plasterers International Union of America, in Accordance with the Recommended Fundamentals of the Federal Committee on Apprenticeship*. Rev. ed. Washington, G.P.O., 1958. Pp. 22.

7. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *National Apprenticeship Training Standards for the Electrical Contracting*

Industry, Formulated by the National Electrical Contractors' Association and the International Brotherhood of Electrical Workers in cooperation with U.S. Department of Labor, Bureau of Apprenticeship and Training. Rev. ed. Washington, G.P.O., 1958. Pp. 39.

Automation

8. BRIGHT, JAMES RIESER. *Automation and Management*. Boston, Division of Research, Graduate School of Business Administration, Harvard University, 1958. Pp. 270.

This book is divided into three parts. Part 1 examines the nature of automatic manufacturing. Part 2 discusses the experience of management in thirteen selected plants which have automation. Part 3 deals with four important aspects of automatic manufacturing: maintenance, labor, sales and management itself.

9. GREAT BRITAIN. DEPARTMENT OF SCIENTIFIC AND INDUSTRIAL RESEARCH. *Automation in North America; a Report on Visits to Industrial, Commercial and Research Establishments in the U.S.A. and Canada*, by S. B. Bailey. London, H.M.S.O., 1958. Pp. 66.

The author reports on visits to 38 factories and laboratories in the aircraft, automobile, distribution, domestic appliances, electronics, engineering, instruments and control equipment, machine-tools, meat packing, pipe fittings, plywood, and steel industries. Includes a general survey of automation.

10. ROGERS, JACK. *Automation; Technology's New Face*. Berkeley, Institute of Industrial Relations, University of California, 1958. Pp. 94.

A brief discussion of the technological aspects of automation and the implications for management, labor, and the economy. The author points out that there is no need to fear that machines will take over from human beings. "Without men, machinery is so much inanimate junk and that is the way it is going to continue to be."

Business

11. CANADA. DEPARTMENT OF TRADE AND COMMERCE. INDUSTRIAL DEVELOPMENT BRANCH. *Small Business Manual*. Rev. ed. Ottawa, Queen's Printer, 1958. Pp. 145.

Contents: The Personal Aspect. Forms of Organization. Location of Factories. Location of Retail Stores. Retail Store Policies. Records and Accounts. Uses and Sources of Credit. Buying and Selling on Credit. Insurance in Business. Government Law and Regulations. Bankruptcy and Insolvency. Dominion Bureau of Statistics.

12. FOX, EDWARD JACKSON, ed. *Marketing in Canada*, edited by Edward J. Fox and

David S. R. Leighton. Publication sponsored by the American Marketing Association. Homewood, Ill., R. D. Irwin, 1957. Pp. 437.

Contains 34 articles. The five parts of the book are: The Canadian Market in Perspective; The Regional Markets of Canada; Distribution Channels in Canada; Auxiliary Marketing Services; Government Regulation of Marketing in Canada; Managing the Sales-force in Canada; and, Selected Case Studies (five case studies).

Collective Bargaining

13. AMERICAN MANAGEMENT ASSOCIATION. *Understanding Collective Bargaining; the Executive's Guide*. Elizabeth Marting, editor. New York, 1958. Pp. 415.

Forty-six authorities on industrial relations discuss how to prepare for contract talks; how to conduct the bargaining sessions; how to check the contract for clarity and precision; how to handle special situations; how to deal with topics like seniority, fringe benefits, grievance procedures, union security, the guaranteed annual wage and its modifications; what to do if a strike occurs; and how to keep employees and supervisory staff informed of the progress of the talks.

14. NATIONAL INDUSTRIAL CONFERENCE BOARD. *White Collar Union Contracts*, by James J. Bambrick. New York, c1958. Pp. 188.

A very brief analysis of the present situation in white collar unionization with the complete texts of nine contracts.

15. WITNEY, FRED. *The Collective Bargaining Agreement: its Negotiation and Administration*. Bloomington, Indiana University, School of Business Research, 1957. Pp. 137.

Some of the topics discussed are wage differentials, overtime rates of pay, fringe benefits, checkoff system, seniority, discharge and discipline, grievance procedure and arbitration.

Congresses and Conventions

16. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. BUILDING AND CONSTRUCTION TRADES DEPARTMENT. *Report of Proceedings of the Special Convention held at Atlantic City, N.J., August 5, 1957*. Washington, 1957. Pp. 62.

17. CONFERENCE ON LABOR, NEW YORK UNIVERSITY. 10th, 1957. Proceedings. Albany, Matthew Bender & Co., 1957. Pp. 380.

Conference held June 12, 13, and 14, 1957.

These proceedings are concerned entirely with pensions. "...The program laid stress upon actuarial aspects of pension plans, upon the various methods of funding the plans, upon problems of administration, and upon the difficult matter of investment of pension funds."

18. GOVERNOR'S WORKER SAFETY CONFERENCE, ALBANY. 1956. *Papers and Proceedings*. Edited by St. Clair T. Bourne. Albany? 1956? Pp. 129.

The Conference looked into the problem of industrial accidents in New York State that

averaged around 821,000 a year during the five years prior to the conference, and cost three-quarters of a billion dollars every year.

19. NATIONAL CONFERENCE OF LABOUR WOMEN. *Report of the Thirty-fourth National Conference of Labour Women held at...Torquay on April 2, 3, and 4, 1957*. London, Labour Party, 1957. Pp. 55.

20. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Economic Comparisons, U.S.A., U.S.S.R.: Population and Area, Basic Production, Exports, Levels of Living, Military; 42nd Annual Meeting, May 15 and 16, 1958*. New York, 1958. Pp. 23.

21. TRANSPORT WORKERS UNION OF AMERICA. *Report of Proceedings, 10th Biennial Convention, Oct. 21-25, 1957, New York City*. New York, 1957. Pp. 299.

Industrial Relations

22. INTERNATIONAL LABOUR ORGANIZATION. *Two Examples of Practical Action to improve Labour-Management Relations. 1. Peru, July-August 1957; 2. Bolivia, October 1957*. Geneva, International Labour Office, 1958. Pp. 20.

The first part concerns the successful mission of Dr. P. Fano, Chief of the International Organizations Division of the I.L.O., to Peru to aid a mediation committee set up to settle a dispute of railroad workers. The second part concerns the visit of an I.L.O. mission to Bolivia to report on economic and labour conditions. The mission consisted of Mr. Louis Major, secretary-general of the Belgian General Federation of Labour, and Jacques De Stærcke, secretary-general of the Belgian Association of Catholic Employers.

23. QUEBEC (CITY). UNIVERSITE LAVAL. DEPARTEMENT DES RELATIONS INDUSTRIELLES. *Changements économiques et transformations syndicales*, par Gerard Dion [et al.] Quebec, Les Presses universitaires Laval, 1957. Pp. 182.

Report of the Twelfth Congress des relations industrielles, held in Quebec City, May 6 and 7, 1957.

Industry - Location

24. ALBERTA. INDUSTRIAL DEVELOPMENT BRANCH. *Survey of Fort Saskatchewan*. Rev. ed. Edmonton, 1958. Pp. 14.

25. ALBERTA. INDUSTRIAL DEVELOPMENT BRANCH. *Survey of Westlock*. Rev. ed. Edmonton, 1958. Pp. 12.

International Labour Conference

26. INTERNATIONAL LABOUR OFFICE. *Hours of Work*. Eighth item on the agenda. Geneva, 1958. Pp. 151.

At head of title: Report 8. International Labour Conference. 42nd session, Geneva, 1958.

Contains four parts. Part 1 gives a general survey of national and international experience with hours of work. Part 2 gives a comparative analysis of hours of work in industry, in commerce and in offices. Part 3 gives a general analysis of the effects of

reducing hours of work. Part 4 sums up some of the possibilities for future I.L.O. action in the light of past experience with the question of hours of work.

27. INTERNATIONAL LABOUR OFFICE. *Information and Reports on the Application of Conventions and Recommendations*. Third item on the agenda. Geneva, 1957-1958. 4 Volumes.

At head of title: Report 3. Part 1-4. International Labour Conference. 42nd Session, Geneva, 1958.

Contents: Pt. 1. Summary of Reports on Ratified Conventions (Articles 22 and 35 of the Constitution). Pt. 2. Summary of Reports on Unratified Conventions and on Recommendations (Article 19 of the Constitution). Pt. 3. Summary of Information relating to the Submission to the Competent Authorities of Conventions and Recommendations adopted by the International Labour Conference (Article 19 of the Constitution). Pt. 4. Report of the Committee of Experts on the Application of Conventions and Recommendations (Article 19, 22 and 35 of the Constitution).

Labour Organization

28. PERLMAN, MARK. *Labor Union Theories in America: Background and Development*. Evanston, Ill., Row, Peterson, 1958. Pp. 313.

An examination of what has been written about the American trade union movement by about twenty writers. The author says there are five basic interpretations of the labor movement, each of which he examines and attempts to evaluate from the present-day point of view.

29. SEIDMAN, JOEL ISAAC. *The Worker views His Union*, by Joel Seidman [and others]. Chicago, University of Chicago Press, 1958. Pp. 299.

A study of six midwestern locals of coal miners, plumbers, steel workers, metal works, knitting mill employees, and telephone workers.

Workers were asked about their jobs, their company, their union, their opinion about unions and union shops, what they thought about the local union officials, whether they attended union meetings, how local union elections were held, whether the worker voted in the election, what he thought of strikes, etc.

30. U.S. OFFICE OF INTERNATIONAL LABOR AFFAIRS. *The International Landworkers' Federation*, by Leon A. Dale. Washington, 1957. Pp. 69.

The International Landworkers' Federation has jurisdiction over workers in agriculture, horticulture and forestry. It has about 1,264,000 members in 18 countries.

Older Workers

31. MICHIGAN. UNIVERSITY. CONFERENCE ON AGING, 1957. *Free Time; Challenge to Later Maturity*, edited by Wilma Donahue [and others]. Ann Arbor, University of Michigan Press, 1958. Pp. 172.

Discusses ways which middle-aged and older men and women can enjoy their leisure time.

32. NATIONAL COMMITTEE ON THE AGING. *Older People and the Industrial Community; a Report of the 1957 Spring Meeting*. Elma Phillipson, editor. New York, 1957. Pp. 45.

The topics discussed included the following: 1. ageing and productivity; 2. pre-payment of insurance effective after retirement; 3. Federal legislation and state programs; 4. activities for retired workers; 5. recent studies of experience with older workers; and 6. union concern with employment and retirement of older workers.

Professional Workers

33. MICHIGAN. STATE UNIVERSITY OF AGRICULTURE AND APPLIED SCIENCE, EAST LANSING. LABOR AND INDUSTRIAL RELATIONS CENTER. *Effective Utilization of Engineering Personnel; Proceedings of a Conference at Michigan State University, March 29 and 30, 1957*. Sponsored by the Michigan State University Labor and Industrial Relations Center, College of Engineering and the Michigan Society of Professional Engineers. East Lansing, 1957. Pp. 53.

Some of the speakers thought that trained engineers should be relieved of non-engineering duties; that technicians should relieve engineers of routine work; that there should be more training schools for technicians; that competent engineers should not be compulsorily retired at age 65; that staff at engineering colleges should be better paid, etc.

34. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. MANPOWER COMMITTEE. *The Problem of Scientific and Technical Manpower in Western Europe, Canada and the United States*. Paris, Organization for European Economic Co-operation, 1957. Pp. 221.

This report provides information about Austria, Belgium, Germany, Denmark, France, Great Britain, Greece, Ireland, Italy, Luxembourg, Norway, Netherlands, Portugal, Sweden, Switzerland, Canada and the U.S.A.

Vocational Guidance

35. HOPPOCK, ROBERT. *Occupational Information: Where to get it and How to use it in Counselling, including a revised and enlarged edition of the Author's Group Guidance*. New York, McGraw-Gill, 1957. Pp. 534.

36. SUPER, DONALD EDWIN. *Scientific Careers and Vocational Development Theory; a Review, a Critique, and Some Recommendations*, by Donald E. Super and Paul B. Bachrach. New York, Teachers College, Columbia University, 1957. Pp. 135.

"This monograph attempts to summarize what research has shown to be the characteristics of natural scientists, mathematicians, and engineers."

Women - Employment

37. CANADA. DEPARTMENT OF LABOUR. *Survey of Married Women working for Pay in Eight Canadian Cities*. Ottawa, Queen's Printer, 1957. Pp. 80.

Prepared for the Women's Bureau by the Economics and Research Branch.

Partial Contents: Who are the Married Working Women? What are they doing? Are they Regular Members of the Labour Force? What do they and their Husbands earn? Why are they working? How do Things work out at Home? How do the Immigrants fare? Summary and Conclusions.

38. U.S. WOMEN'S BUREAU. *Spotlight on Women in the United States*. 1956-57. Washington, G.P.O., 1957. Pp. 46.

Examines various fields in which women are employed in the U.S.

Miscellaneous

39. AMERICAN MANAGEMENT ASSOCIATION. *Men, Machines, and Methods in the Modern Office*. New York, c1958. Pp. 148.

Some of the topics discussions are electronic data processing in the office, punch card systems, quality control in the office, and a description of a functional office building belonging to Standard-Vacuum Oil Company in White Plains, New York.

40. BONNETT, CLARENCE ELMORE. *History of Employers' Associations in the United States*. 1st ed. New York, Vantage Press, 1957, c1956. Pp. 573.

Traces history of employers' associations in the U.S. from the first recorded association in the 17th century up to 1900, with a summary of events since then.

41. CALLARD, KEITH B. *Advanced Administrative Training in the Public Service*. Toronto, Institute of Public Administration of Canada, 1958. Pp. 32.

This study suggests further methods of developing senior officials in the Canadian Public Service.

42. CANADA. NATIONAL EMPLOYMENT SERVICE. *Full-time Undergraduate Enrolment at Canadian Universities and Colleges*, by

Graduating Year, as reported at November 1, 1957. Ottawa, 1957. Pp. 13.

43. CANADA. ROYAL COMMISSION ON COASTAL TRADE. *Report*. Ottawa, Queen's Printer, 1958. Pp. 356.

Contents: 1. Introduction. 2. Present Legislation affecting Coast-Trade and Shipbuilding. 3. The Canadian Coasting Trade. 4. Waterways of the Great Lakes and St. Lawrence River. 5. The Canadian Merchant Fleet. 6. Prospects for Canadian Registered Shipping in the Coasting Trade. 7. Proposed Restriction of Coasting Trade to Vessels registered in Canada. 8. The Shipbuilding and Repairing Industry in Canada. 9. Proposed Restriction of Soasting Trade to Vessels Built and Registered in Canada. 10. Regulation of Canadian Coasting Trade. 11. Other Submissions.

44. COPEMAN, GEORGE. *The Challenge of Employee Shareholding; How to close the Gap between Capital and Labour*. London, Business Publications Ltd. in association with B. T. Batsford Ltd., 1958. Pp. 200.

After outlining reasons for employee shareholding plans, the author classifies fifty existing schemes into ten types and describes and analyzes each type. Then, he sums up and evaluates the types of plan to help companies which are thinking of adopting such a plan.

45. DAVIS, JOHN. *Mining and Mineral Processing in Canada*. Hull, Queen's Printer, 1957. Pp. 400.

Study prepared for the Royal Commission on Canada's Economic Prospects.

A survey of individual minerals and their production, and possible future trends.

46. HENDERSHOT, RALPH. *The Grim Truth about Life Insurance*. New York, Putnam, 1957. Pp. 118.

Explains how the life insurance policyholder can get the most value out of his investment.

47. KENNEDY, WILLIAM F. *Humanist versus Economist; the Economic Thought of Samuel Taylor Coleridge*. Berkeley, University of California Press, 1958. Pp. 96.

A study of the writings of Coleridge on economic and social questions.

Digest of U.S. State and Federal Labour Legislation in 1957

Labour legislation was enacted in the United States in all but one of the 45 states and three territories that met in regular session in 1957. This legislation is summarized in the U.S. Department of Labor's Annual Digest of State and Federal Labor Legislation, 1957.

Maximum weekly benefits for unemployment insurance were raised in 21 states; for workmen's compensation in 29 states, Alaska and Hawaii. Minimum wage laws were strengthened in eight jurisdictions, and

Vermont enacted a minimum wage law for the first time.

Other legislation provided for mediation and conciliation service in Florida, and for registration of certain welfare funds in California, Connecticut, Massachusetts and Wisconsin. Child labour laws were improved in Florida and Missouri.

Copies of the digest are available from Bureau of Labor Standards, U.S. Department of Labor, Washington 25, D.C. Single copies are free while supply lasts.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED JULY 19, 1958

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,220	115	456	1,771	2,244	1,106	528
Agricultural.....	859	*	66	210	200	349	33
Non-Agricultural.....	5,361	114	390	1,561	2,044	757	495
Males.....	4,715	97	355	1,357	1,668	844	394
Agricultural.....	772	*	61	194	176	310	30
Non-Agricultural.....	3,943	96	294	1,163	1,492	534	364
Females.....	1,505	18	101	414	576	262	134
Agricultural.....	87	*	*	16	24	39	*
Non-Agricultural.....	1,418	18	96	398	552	223	131
All Ages.....	6,220	115	456	1,771	2,244	1,106	528
14—19 years.....	760	16	65	266	233	141	49
20—24 years.....	784	16	62	252	265	132	57
25—44 years.....	2,761	53	189	781	1,015	481	242
45—64 years.....	1,689	28	129	423	640	309	160
65 years and over.....	226	*	21	49	91	43	20
<i>Persons with Jobs</i>							
All status groups.....	5,934	107	426	1,663	2,161	1,084	493
Males.....	4,480	90	329	1,269	1,600	827	365
Females.....	1,454	17	97	394	561	257	128
Agricultural.....	853	*	65	208	199	348	32
Non-Agricultural.....	5,081	106	361	1,455	1,962	736	461
Paid Workers.....	4,665	91	329	1,328	1,816	686	415
Males.....	3,386	76	246	979	1,310	478	297
Females.....	1,279	15	83	349	506	208	118
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	286	*	30	108	83	22	35
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,050	155	452	1,433	1,671	850	489
Males.....	878	43	92	219	263	154	107
Females.....	4,172	112	360	1,214	1,408	696	382

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended July 19, 1953		Week Ended June 21, 1953		Week Ended July 20, 1957	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	315	299	345	328	177	165
Without Jobs.....	286	274	320	306	163	152
Under 1 month.....	85	—	91	—	69	—
1— 3 months.....	91	—	89	—	54	—
4— 6 months.....	43	—	69	—	21	—
7—12 months.....	51	—	59	—	15	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	29	25	25	22	14	13
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	20	17	19	17	*	*

(¹) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services (including Government)	Supplementary Labour Income	Total
1953—Average.....	73	329	70	252	217	35	976
1954—Average.....	73	323	69	261	239	35	1,000
1955—Average.....	77	342	78	278	256	37	1,068
1956—Average.....	87	379	93	307	283	41	1,190
1957—Average.....	90	397	97	335	316	44	1,279
1957—July.....	101	402	109	347	308	45	1,312
August.....	104	403	110	347	325	46	1,335
September.....	103	404	114	347	331	46	1,345
October.....	97	401	116	345	330	46	1,335
November.....	89	397	104	348	332	46	1,316
December.....	84	396	92	343	328	45	1,288
1958—January.....	78	376	82	327	325	43	1,231
February.....	80	381	75	328	325	43	1,232
March.....	75	384	78	328	326	42	1,233
April.....	72	387	90	337	331	44	1,261
May.....	82	395	105	347	342	44	1,315
June.....	90R	399R	114R	351R	352R	46R	1,352R
July.....	92P	395 P	114 P	353 P	335 P	46 P	1,335 P

* Includes Newfoundland, since 1949. R—revised; P—Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At July 1, employers in the principal non-agricultural industries reported a total employment of 2,750,347.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1957—Average.....	122.9	194.5	157.6	67.70	116.3	185.4	158.5	69.68
July 1.....	126.6	202.2	159.1	68.33	118.4	190.1	159.6	70.19
Aug. 1.....	127.6	204.0	159.2	68.41	118.1	189.1	159.1	69.95
Sept. 1.....	127.6	204.2	159.4	68.48	118.5	189.2	158.7	69.77
Oct. 1.....	126.9	204.1	160.2	68.84	118.1	189.9	159.9	70.29
Nov. 1.....	125.2	201.3	160.1	68.79	116.2	188.4	161.2	70.86
Dec. 1.....	122.5	198.2	161.2	69.24	113.3	185.9	163.0	71.69
1958—Jan. 1.....	117.5	182.2	154.4	66.35	109.0	170.8	155.7	68.47
Feb. 1.....	113.7	183.9	161.2	69.25	107.9	176.9	162.9	71.61
Mar. 1.....	113.0	185.0	163.0	70.02	108.2	178.5	163.9	72.08
Apr. 1.....	112.9	185.3	163.4	70.20	108.3	180.4	165.6	72.80
May 1.....	114.6	188.3	163.8	70.35	108.8	181.6	165.8	72.92
June 1.....	118.7	196.3	164.7	70.76	110.4	185.6	167.0	73.42
July 1.....	121.1	199.8	164.4	70.63	111.9	187.1	166.1	73.02

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	July 1 1958	June 1 1958	July 1 1957	July 1 1958	June 1 1958	July 1 1957
(a) PROVINCES						
Newfoundland.....	133.3	123.8	144.5	62.30	63.10	64.43
Prince Edward Island.....	117.8	112.9	122.2	52.11	53.39	50.70
Nova Scotia.....	96.9	96.3	104.7	59.15	57.93	56.52
New Brunswick.....	100.1	96.7	108.4	56.76	56.77	56.33
Quebec.....	120.4	117.3	125.0	67.25	68.03	64.95
Ontario.....	122.3	120.7	127.6	73.85	73.71	70.92
Manitoba.....	111.8	109.0	113.9	67.58	67.11	64.66
Saskatchewan.....	133.6	129.5	132.3	69.02	67.97	66.04
Alberta (including Northwest Territories).....	155.1	150.6	157.7	73.04	72.45	70.42
British Columbia (including Yukon).....	117.9	116.6	130.3	75.57	76.32	76.00
Canada.....	121.1	118.7	126.6	70.63	70.76	68.33
(b) METROPOLITAN AREAS						
St. John's.....	127.1	123.4	128.1	50.71	51.58	51.88
Sydney.....	90.8	90.2	95.0	75.29	72.19	69.64
Halifax.....	112.3	111.9	117.6	57.51	56.68	55.63
Saint John.....	93.8	91.2	93.8	54.02	53.77	51.80
Quebec.....	112.2	111.7	113.5	58.81	58.78	55.94
Sherbrooke.....	97.3	97.1	106.7	57.09	57.11	55.05
Three Rivers.....	120.0	115.8	127.8	63.71	64.52	65.19
Drummondville.....	72.7	71.9	75.8	58.16	57.76	57.50
Montreal.....	123.0	122.2	126.8	68.27	69.48	66.09
Ottawa—Hull.....	122.4	120.7	122.4	65.09	64.61	61.70
Peterborough.....	98.0	99.5	109.6	77.90	78.17	73.69
Oshawa.....	172.9	174.1	173.0	80.31	84.73	75.53
Niagara Falls.....	115.0	111.2	131.4	74.51	74.71	74.52
St. Catharines.....	113.5	112.2	126.2	80.58	81.96	77.93
Toronto.....	131.7	131.0	133.4	74.60	74.26	71.52
Hamilton.....	108.8	108.0	118.3	77.66	77.81	74.64
Brantford.....	99.1	87.0	87.4	66.98	67.35	62.75
Galt.....	111.7	107.5	118.7	63.65	62.86	61.26
Kitchener.....	114.8	112.1	117.8	66.91	66.17	64.15
Sudbury.....	138.0	139.0	146.5	86.58	86.18	85.52
London.....	122.1	121.0	121.6	66.92	66.74	64.45
Sarnia.....	134.7	134.5	144.1	92.13	93.13	87.67
Windsor.....	82.1	80.7	98.2	77.88	78.98	75.10
Sault Ste. Marie.....	141.8	138.9	144.4	86.00	91.41	83.48
Ft. William—Pt. Arthur.....	122.9	119.4	126.1	72.37	72.91	72.99
Winnipeg.....	108.5	107.0	109.4	64.39	63.82	61.21
Regina.....	126.6	124.9	126.4	65.38	64.51	65.58
Saskatoon.....	137.5	133.7	131.8	63.96	63.72	61.06
Edmonton.....	184.9	181.3	186.1	68.60	67.89	66.49
Calgary.....	159.9	155.8	162.4	68.60	69.46	66.78
Vancouver.....	116.1	115.4	123.9	74.43	74.50	72.50
Victoria.....	116.7	116.8	123.4	70.37	70.38	65.86

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY
WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	July 1 1958	June 1 1958	July 1 1957	July 1 1958	June 1 1958	July 1 1957
Mining	126.8	126.2	129.5	85.93	85.33	84.46
Metal mining.....	141.4	140.2	138.1	88.23	87.58	87.31
Gold.....	75.9	75.2	77.9	72.87	72.16	73.45
Other metal.....	202.4	200.9	194.2	93.60	92.96	92.50
Fuels.....	99.0	100.8	109.3	87.29	85.69	84.45
Coal.....	53.6	54.5	60.2	71.47	68.25	66.18
Oil and natural gas.....	276.8	282.0	289.8	99.27	98.89	98.40
Non-metal.....	143.5	138.2	152.2	72.88	74.16	72.74
Manufacturing	111.9	110.4	118.4	73.03	73.42	70.19
Food and beverages.....	115.9	110.3	116.5	64.92	65.42	62.28
Meat products.....	131.5	128.9	128.8	73.94	73.66	70.81
Canned and preserved fruits and vegetables.....	106.0	83.6	121.0	54.50	59.21	49.62
Grain mill products.....	105.8	104.0	104.0	72.20	71.88	69.13
Bread and other bakery products.....	111.5	109.4	111.7	64.40	64.07	62.59
Biscuits and crackers.....	98.1	93.1	102.0	55.03	55.83	52.15
Distilled and malt liquors.....	108.6	107.5	110.2	84.34	82.83	80.15
Tobacco and tobacco products.....	91.0	90.1	87.1	70.17	71.08	68.75
Rubber products.....	100.7	99.6	113.0	75.82	75.82	70.68
Leather products.....	85.5	84.4	88.5	49.44	49.20	47.52
Boots and shoes (except rubber).....	90.8	89.4	93.4	46.49	46.51	44.89
Textile products (except clothing).....	76.2	76.2	85.2	58.51	58.06	55.21
Cotton yarn and broad woven goods.....	74.2	74.3	83.1	53.98	53.30	51.54
Woollen goods.....	58.2	57.2	73.1	56.17	55.22	52.86
Synthetic textiles and silk.....	78.4	77.6	85.2	65.18	64.76	61.10
Clothing (textile and fur).....	88.8	88.6	93.0	44.94	45.47	42.80
Men's clothing.....	93.3	92.9	100.8	44.67	44.45	41.93
Women's clothing.....	90.1	91.7	90.2	44.83	47.17	42.95
Knit goods.....	74.3	74.2	79.6	44.39	44.85	43.14
Wood products.....	107.9	104.3	112.2	62.45	62.95	60.04
Saw and planing mills.....	110.5	105.6	114.2	64.17	64.91	61.65
Furniture.....	109.2	108.8	112.0	60.49	60.67	58.27
Other wood products.....	93.1	89.5	103.1	57.17	57.31	55.33
Paper products.....	124.7	121.8	128.9	84.96	84.91	85.37
Pulp and paper mills.....	125.0	122.2	131.5	90.98	90.76	92.32
Other paper products.....	123.8	120.9	122.5	69.97	70.32	66.83
Printing, publishing and allied industries.....	119.4	118.7	119.9	78.43	78.48	75.54
Iron and steel products.....	104.4	104.1	117.2	81.99	82.64	78.41
Agricultural implements.....	61.4	65.4	64.4	83.65	81.20	76.38
Fabricated and structural steel.....	163.0	158.3	179.4	83.32	83.09	80.87
Hardware and tools.....	89.7	89.5	98.5	73.92	73.16	72.47
Heating and cooking appliances.....	99.8	97.6	101.3	71.75	71.75	67.83
Iron castings.....	95.8	93.7	108.4	77.31	77.76	76.10
Machinery mfg.....	108.0	109.7	128.7	78.79	78.82	75.28
Primary iron and steel.....	110.6	109.4	130.4	92.72	97.66	87.72
Sheet metal products.....	103.6	101.8	115.0	80.21	79.95	76.66
Transportation equipment.....	129.5	130.7	146.3	82.01	82.50	77.48
Aircraft and parts.....	370.0	369.5	399.0	87.97	87.24	82.40
Motor vehicles.....	106.3	106.8	131.2	87.79	91.81	80.35
Motor vehicle parts and accessories.....	105.6	108.5	117.2	81.50	83.39	75.70
Railroad and rolling stock equipment.....	79.3	80.5	93.5	73.77	72.42	72.71
Shipbuilding and repairing.....	151.8	156.4	157.9	76.05	75.84	73.42
Non-ferrous metal products.....	127.4	126.2	121.9	84.99	84.50	80.41
Aluminum products.....	129.0	124.5	140.3	80.29	80.17	75.64
Brass and copper products.....	104.5	103.3	108.7	78.52	77.06	73.74
Smelting and refining.....	154.2	153.5	136.0	92.22	91.95	88.99
Electrical apparatus and supplies.....	135.3	135.0	151.5	77.44	78.84	75.30
Non-metallic mineral products.....	135.7	132.7	138.6	76.93	77.33	73.38
Clay products.....	108.3	104.8	108.9	70.17	70.32	69.56
Glass and glass products.....	124.9	123.2	138.0	73.40	73.80	67.93
Products of petroleum and coal.....	143.8	141.6	145.8	104.10	105.37	102.37
Chemical products.....	133.0	132.4	134.6	83.57	82.87	79.21
Medicinal and pharmaceutical preparations.....	120.2	119.4	117.0	74.07	73.27	70.83
Acids, alkalis and salts.....	152.3	150.1	147.4	93.60	93.28	89.06
Miscellaneous manufacturing industries.....	121.0	119.8	112.8	65.26	65.37	60.58
Construction	139.5	133.3	151.7	74.65	75.18	73.83
Building and general engineering.....	137.4	132.7	158.6	80.88	82.13	80.48
Building.....	138.4	133.6	162.1	78.34	80.55	78.94
General engineering.....	133.5	128.9	144.2	91.88	88.99	87.65
Highways, bridges and streets.....	142.7	134.2	140.7	65.03	64.16	61.85
Service	140.5	136.4	137.3	48.02	48.34	45.55
Hotels and restaurants.....	133.2	127.3	133.0	38.36	38.70	37.36
Laundries and dry cleaning plants.....	118.1	117.6	117.8	43.32	43.52	42.51
Other service.....	188.9	185.7	176.6	71.16	71.03	67.51
Industrial composite	121.1	118.7	126.6	70.63	70.76	68.33

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)
(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	July 1, 1958	June 1, 1958	July 1, 1957	July 1, 1958	June 1, 1958	July 1, 1957
Newfoundland.....	42.4	41.9	45.5	144.8	148.1	157.3
Nova Scotia.....	40.9	40.8	41.3	148.4	147.3	141.8
New Brunswick.....	41.8	41.0	41.9	142.3	142.9	140.3
Quebec.....	40.8	41.5	41.1	150.9	150.1	145.5
Ontario.....	40.6	40.6	40.3	174.8	176.3	169.2
Manitoba.....	40.8	40.5	40.6	155.2	155.5	149.8
Saskatchewan.....	39.7	39.9	40.4	176.9	178.9	168.5
Alberta ⁽¹⁾	40.9	40.5	40.1	175.9	175.2	168.2
British Columbia ⁽²⁾	37.3	38.1	38.6	201.3	202.2	190.2

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1 1958	June 1 1958	July 1 1957	July 1 1958	June 1 1958	July 1 1957	July 1 1958	June 1 1958	July 1 1957
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	41.6	41.1	42.8	195.2	194.7	187.4	81.20	80.02	80.21
Metal mining.....	41.8	41.5	43.2	203.2	202.2	195.5	84.94	83.91	84.46
Gold.....	43.0	42.3	43.4	158.7	159.2	159.3	68.24	67.34	69.14
Other metal.....	41.3	41.2	43.1	220.5	218.6	210.3	91.07	90.06	90.64
Fuels.....	40.8	39.4	41.5	185.5	186.2	180.2	75.68	73.36	74.78
Coal.....	40.5	38.7	39.2	172.3	171.2	163.8	69.78	66.25	64.21
Oil and natural gas.....	41.4	40.8	45.7	210.2	212.1	205.4	87.02	86.54	93.87
Non-metal.....	41.7	42.0	43.2	172.3	172.0	164.8	71.85	72.24	71.19
Manufacturing.....	40.5	40.7	40.6	165.7	167.2	161.0	67.51	68.05	65.37
Food and beverages.....	41.4	41.3	41.2	144.2	145.5	138.9	59.70	60.09	57.23
Meat products.....	41.5	40.9	40.9	168.4	169.4	163.1	69.89	69.23	66.71
Canned and preserved fruits and vegetables.....	38.2	38.3	37.9	122.6	130.4	114.3	46.83	49.94	43.32
Grain mill products.....	43.0	42.8	43.2	158.6	158.8	153.3	68.20	67.97	66.23
Bread and other bakery products.....	43.5	43.2	43.4	132.9	133.1	130.6	57.81	57.50	56.68
Distilled and malt liquors.....	40.4	39.6	40.2	192.6	191.4	184.2	77.81	75.79	74.05
Tobacco and tobacco products.....	39.8	40.2	40.0	163.1	164.6	159.1	64.91	66.17	63.64
Rubber products.....	41.2	41.3	40.2	171.9	171.1	164.8	70.82	70.66	68.25
Leather products.....	39.6	39.4	38.8	115.7	114.9	111.8	45.58	45.27	43.38
Boots and shoes (except rubber).....	39.1	39.0	37.9	109.7	110.0	108.5	42.89	42.90	41.12
Textile products (except clothing).....	41.3	41.3	41.1	125.8	124.6	121.0	51.96	51.46	49.73
Cotton yarn and broad woven goods.....	39.3	39.3	38.8	123.9	122.2	120.7	48.69	48.02	46.83
Woolen goods.....	43.3	42.2	42.7	117.2	117.2	113.5	50.75	49.46	48.46
Synthetic textiles and silk.....	43.5	42.7	42.5	132.6	134.0	128.9	57.68	57.22	54.78
Clothing (textile and fur).....	36.6	37.4	36.3	107.9	107.5	104.3	39.49	40.21	37.86
Men's clothing.....	36.4	36.4	35.3	109.9	109.4	106.0	40.00	39.87	37.42
Women's clothing.....	33.7	37.1	34.0	112.9	112.1	109.4	38.05	41.59	37.20
Knit goods.....	38.6	39.0	38.8	101.9	102.4	100.1	39.33	39.94	38.84
*Wood products.....	41.0	41.6	41.4	145.8	145.9	139.3	59.78	60.69	57.67
Saw and planing mills.....	40.4	40.9	40.9	154.2	155.5	147.0	62.30	63.60	60.12
Furniture.....	41.6	42.4	42.0	134.9	133.3	129.8	56.12	56.52	54.52
Other wood products.....	42.5	42.8	42.9	126.5	124.9	122.1	53.76	53.46	52.38
Paper products.....	41.3	41.2	42.8	193.0	193.2	189.9	79.91	79.60	81.28
Pulp and paper mills.....	41.4	41.2	43.2	206.9	207.0	204.0	85.66	85.28	88.13
Other paper products.....	41.2	41.2	41.4	153.8	154.1	144.9	63.37	63.49	59.99
Printing, publishing and allied industries.....	39.3	39.5	40.1	198.6	198.8	190.9	78.05	78.53	76.55
*Iron and steel products.....	40.6	40.8	40.8	191.1	192.8	183.4	77.59	78.66	74.53
Agricultural implements.....	41.0	40.2	40.0	191.5	189.8	180.3	78.52	76.30	72.12
Fabricated and structural steel.....	40.6	40.6	41.3	186.2	185.9	182.0	75.60	75.48	75.17
Hardware and tools.....	40.7	40.4	41.2	167.1	165.3	164.9	68.01	66.78	67.94
Heating and cooking appliances.....	41.3	41.2	40.5	164.5	164.4	156.6	67.94	67.73	63.42
Iron castings.....	39.8	40.1	40.8	184.8	184.4	177.3	73.55	73.94	72.34
Machinery manufacturing.....	41.2	41.2	42.1	179.1	179.7	170.7	73.79	74.04	71.86
Primary iron and steel.....	39.8	41.0	39.7	223.1	231.2	212.9	88.79	94.79	84.52
Sheet metal products.....	41.1	40.8	40.9	185.5	185.4	177.4	76.24	75.64	72.56
*Transportation equipment.....	40.4	40.9	40.1	189.2	189.7	182.0	76.44	77.59	72.98
Aircraft and parts.....	40.9	40.9	41.4	194.2	194.1	188.4	79.43	79.39	76.34
Motor vehicles.....	39.8	41.9	38.0	202.9	206.2	192.8	70.75	86.40	73.26
Motor vehicle parts and accessories.....	40.6	41.5	39.1	188.9	191.0	181.5	76.69	79.27	70.97
Railroad and rolling stock equipment.....	40.1	39.4	39.9	180.2	179.4	179.4	72.26	70.68	71.58
Shipbuilding and repairing.....	40.8	41.1	42.0	184.1	182.0	173.5	75.11	74.80	72.87
*Non-ferrous metal products.....	40.4	40.3	40.5	194.9	194.2	184.3	78.74	78.28	74.64
Aluminum products.....	41.4	41.1	41.3	165.0	164.5	156.6	68.31	67.61	64.68
Brass and copper products.....	40.9	40.1	40.6	180.6	179.5	168.2	73.87	71.98	68.29
Smelting and refining.....	40.1	40.3	40.4	213.5	212.7	206.4	85.61	85.72	83.39
*Electrical apparatus and supplies.....	39.2	40.4	40.5	171.7	172.3	166.1	67.31	69.61	67.27
Heavy electrical machinery and equipment.....	40.2	40.4	40.8	192.3	191.4	186.3	77.30	77.33	76.01
Radios and radio parts.....	40.3	40.5	40.2	151.7	152.9	146.0	61.14	61.92	58.89
Batteries.....	39.4	40.3	40.4	163.5	165.5	163.4	64.42	66.70	66.01
Refrigerators, vacuum cleaners and appliances.....	40.5	40.9	40.2	173.6	172.6	169.4	70.31	70.59	68.10
Miscellaneous electrical products.....	37.1	39.5	40.2	162.6	164.2	153.5	60.32	64.86	61.71
Wire and cable.....	37.8	41.9	41.4	186.3	188.3	180.3	70.42	78.90	74.64
*Non-metallic mineral products.....	43.6	44.1	43.4	167.5	167.1	159.7	73.03	73.69	69.31
Clay products.....	42.5	42.7	42.5	154.0	153.3	150.5	65.45	65.46	63.96
Glass and glass products.....	42.3	42.6	42.1	163.5	165.3	152.3	69.16	70.42	64.12
Products of petroleum and coal.....	41.5	42.1	41.6	229.9	231.9	225.8	95.41	97.63	93.93
Chemical products.....	41.0	40.8	41.2	182.1	180.5	170.6	74.66	73.64	70.29
Medicinal and pharmaceutical preparations.....	41.2	40.1	41.5	142.1	141.0	133.2	58.55	56.54	55.28
Acids, alkalis and salts.....	41.1	41.0	41.5	207.2	207.4	196.7	85.16	85.03	81.63
Miscellaneous manufacturing industries.....	41.4	41.6	41.0	139.8	139.7	130.9	57.88	58.12	53.67
*Durable goods.....	40.6	41.1	40.8	179.6	180.3	172.5	72.92	74.10	70.34
Non-durable goods.....	40.3	40.3	40.4	153.7	153.6	148.7	61.94	61.90	60.07
Construction.....	41.4	41.5	42.1	176.7	177.2	174.3	73.15	73.54	73.38
Building and general engineering.....	40.7	41.6	41.9	193.5	192.1	189.6	78.75	79.91	79.44
Highways, bridges and streets.....	42.5	41.3	42.3	148.4	149.7	141.7	63.07	61.83	59.94
Electric and motor transportation.....	44.7	44.3	44.5	166.6	166.3	160.4	74.47	73.67	71.38
Service.....	39.7	39.8	40.2	95.9	96.5	92.5	38.07	38.41	37.19
Hotels and restaurants.....	39.7	39.8	40.3	93.5	94.7	90.9	37.12	37.69	36.63
Laundries and dry cleaning plants.....	40.3	40.2	40.7	96.4	95.8	90.4	38.85	38.51	36.79

* Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.3	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Monthly Average 1957.....	40.4	160.0	64.71	155.1	121.9	127.2
Week Preceding:						
July 1, 1957.....	40.6	161.0	65.37	156.7	121.9	128.5
August 1, 1957.....	40.5	160.4	64.96	155.7	122.6	127.0
September 1, 1957.....	40.6	159.5	64.76	155.3	123.3	126.0
October 1, 1957.....	40.7	160.5	65.32	156.6	123.4	126.9
November 1, 1957.....	40.3	162.9	65.65	157.4	123.3	127.7
December 1, 1957.....	40.6	163.5	66.38	159.1	123.1	129.2
January 1, 1958.....	40.3*	165.8	66.82*	160.2	123.4	129.8
February 1, 1958.....	39.9	164.3	65.56	157.2	123.7	127.1
March 1, 1958.....	40.0	165.3	66.12	158.5	124.3	127.5
April 1, 1958.....	40.4	165.8	66.98	160.6	125.2	128.3
May 1, 1958.....	40.4	166.4	67.23	161.2	125.1	128.9
June 1, 1958.....	40.7	167.2	68.06	163.2	125.1	130.5
July 1, 1958 ⁽¹⁾	40.5	166.7	67.51	161.9	124.7	129.8

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1958 are 37.2 and \$61.68.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
September 1, 1952.....	26,178	20,870	47,048	105,169	51,121	156,290
September 1, 1953.....	24,203	20,321	44,524	113,191	48,634	161,825
September 1, 1954.....	13,691	14,110	27,801	180,407	70,472	250,879
September 1, 1955.....	26,320	19,536	45,856	121,945	63,738	185,683
September 1, 1956.....	39,324	22,039	61,363	101,718	60,377	162,095
September 1, 1957.....	14,379	16,047	30,426	171,981	76,446	248,427
October 1, 1957.....	12,792	13,660	26,452	186,599	80,267	266,866
November 1, 1957.....	9,751	11,046	20,797	218,449	86,581	305,030
December 1, 1957.....	13,327	11,209	24,536	327,335	107,201	434,536
January 1, 1958.....	7,450	7,270	14,720	607,217	147,423	754,640
February 1, 1958.....	6,822	7,860	14,682	677,163	167,591	844,754
March 1, 1958.....	7,389	8,459	15,848	703,609	171,254	874,863
April 1, 1958.....	9,730	10,892	20,622	697,400	171,088	868,488
May 1, 1958.....	17,323	13,174	30,497	592,509	165,419	757,928
June 1, 1958.....	15,172	14,677	29,849	450,357	156,624	606,981
July 1, 1958.....	11,011	13,040	24,051	350,897	155,245	506,142
August 1, 1958 ⁽¹⁾	11,505	11,858	23,363	252,853	119,157	372,010
September 1, 1958 ⁽¹⁾	10,012	13,446	23,458	237,319	106,423	343,742

* Current Vacancies only. Deferred vacancies are excluded.

⁽¹⁾ Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JULY 31, 1958⁽¹⁾

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from			
				June 30 1958	July 31 1957		
Agriculture, Fishing, Trapping	2,970	768	3,738	+ 2,786	— 1,543		
Forestry	154	0	154	— 668	— 3,636		
Mining, Quarrying and Oil Wells	330	41	371	+ 25	— 581		
Metal Mining.....	222	11	233	+	19	365	
Fuels.....	34	16	50	—	50	179	
Non-Metal Mining.....	56	1	57	+	11	2	
Quarrying, Clay and Sand Pits.....	5	2	7	+	3	7	
Prospecting.....	13	11	24	+	2	28	
Manufacturing	2,032	2,095	4,127	+ 114	— 2,025		
Foods and Beverages.....	173	213	386	—	143	821	
Tobacco and Tobacco Products.....	15	6	21	+	10	5	
Rubber Products.....	23	29	52	+	21	4	
Leather Products.....	45	127	172	+	31	42	
Textile Products (except clothing).....	88	112	200	+	16	102	
Clothing (textile and fur).....	68	990	1,058	+	287	385	
Wood Products.....	208	65	273	—	69	100	
Paper Products.....	74	37	111	+	1	60	
Printing, Publishing and Allied Industries.....	78	69	147	+	4	35	
Iron and Steel Products.....	340	103	443	—	36	141	
Transportation Equipment.....	363	42	405	—	31	258	
Non-Ferrous Metal Products.....	74	38	112	—	22	72	
Electrical Apparatus and Supplies.....	154	93	247	+	36	29	
Non-Metallic Mineral Products.....	84	34	118	—	0	+	8
Products of Petroleum and Coal.....	55	18	73	—	1	+	36
Chemical Products.....	118	56	174	+	13	—	42
Miscellaneous Manufacturing Industries.....	72	63	135	—	3	+	9
Construction	1,762	82	1,844	— 132	— 2,051		
General Contractors.....	1,233	44	1,277	—	151	—	1,870
Special Trade Contractors.....	529	38	567	+	19	—	181
Transportation, Storage and Communication	447	219	666	— 499	— 324		
Transportation.....	348	98	446	—	487	—	259
Storage.....	22	12	34	+	6	—	11
Communication.....	77	109	186	—	18	—	54
Public Utility Operation	112	24	136	+ 5	— 79		
Trade	1,361	1,725	3,086	— 165	— 294		
Wholesale.....	461	375	836	—	19	—	112
Retail.....	900	1,350	2,250	—	146	—	182
Finance, Insurance and Real Estate	573	477	1,050	— 74	+ 32		
Service	2,093	6,535	8,628	— 2,746	— 1,307		
Community or Public Service.....	216	1,246	1,462	—	227	—	337
Government Service.....	799	283	1,082	—	680	—	333
Recreation Service.....	281	68	349	—	13	+	120
Business Service.....	395	319	714	—	232	+	50
Personal Service.....	402	4,619	5,021	—	1,594	—	807
GRAND TOTAL	11,834	11,966	23,800	— 1,354	— 11,898		

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT
BY OCCUPATION AND BY SEX AS AT JULY 31, 1958 ⁽¹⁾**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,008	857	1,865	7,053	1,759	8,812
Clerical workers.....	705	2,384	3,089	14,178	41,633	55,811
Sales workers.....	1,034	874	1,908	5,499	13,690	19,189
Personal and domestic service workers...	556	5,085	5,641	24,319	17,440	41,759
Seamen.....	2	.....	2	1,330	7	1,337
Agriculture, fishing, forestry (Ex. log.)...	3,081	658	3,739	3,099	390	3,489
Skilled and semiskilled workers.....	3,563	1,482	5,045	114,507	22,624	137,131
Food and kindred products (incl. tobacco).....	48	12	60	999	558	1,557
Textiles, clothing, etc.....	58	1,137	1,195	3,097	13,787	16,884
Lumber and lumber products.....	189	3	192	12,212	146	12,358
Pulp, paper (incl. printing).....	45	11	56	1,119	480	1,599
Leather and leather products.....	19	66	85	1,055	1,130	2,185
Stone, clay and glass products.....	5	1	6	335	63	398
Metalworking.....	473	27	500	20,938	1,541	22,479
Electrical.....	69	38	107	3,461	1,729	5,190
Transportation equipment.....	14	.....	14	1,424	106	1,530
Mining.....	157	.....	157	2,473	.....	2,473
Construction.....	996	.....	996	20,253	4	20,257
Transportation (except seamen).....	366	23	389	17,658	147	17,805
Communications and public utility...	18	.....	18	637	5	642
Trade and service.....	143	128	271	3,291	1,571	4,862
Other skilled and semiskilled.....	782	29	811	18,735	1,085	19,820
Foremen.....	91	7	98	2,724	281	2,985
Apprentices.....	90	.....	90	4,096	11	4,107
Unskilled workers.....	1,556	518	2,074	82,868	21,614	104,482
Food and tobacco.....	22	116	138	2,011	3,703	5,714
Lumber and lumber products.....	36	17	53	8,504	559	8,863
Metalworking.....	41	14	55	7,416	739	8,155
Construction.....	512	9	521	30,436	2	30,438
Other unskilled workers.....	945	362	1,307	34,501	16,811	51,312
GRAND TOTAL.....	11,505	11,858	23,363	252,853	119,157	372,010

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JULY 31, 1958

(Source: U.I.C. 757)

Office	Unfilled Vacancies ^(*)			Registrations		
	(1) July 31, 1958	Previous Month July 3, 1958	Previous Year August 1, 1957	(1) July 31, 1958	Previous Month July 3, 1958	Previous Year August 1, 1957
Newfoundland	276	308	149	7,202	14,783	5,456
Corner Brook.....	4	6	10	2,001	3,639	1,238
Grand Falls.....	2	4	12	605	957	555
St. John's.....	270	298	127	4,596	10,187	3,663
Prince Edward Island	149	128	121	1,453	2,291	1,178
Charlottetown.....	108	110	94	820	1,274	639
Summerside.....	41	18	27	633	1,017	539
Nova Scotia	525	859	846	13,842	22,671	10,434
Amherst.....	12	17	14	570	877	462
Bridgewater.....	10	19	8	695	1,108	481
Halifax.....	358	489	561	4,039	5,621	2,867
Inverness.....	.....	.....	.....	347	621	288
Kentville.....	42	202	39	1,065	2,251	862
Liverpool.....	1	7	6	271	674	201
New Glasgow.....	26	31	137	2,161	2,654	1,623
Springhill.....	1	.....	1	237	474	448
Sydney.....	15	26	56	2,951	4,172	1,912
Truro.....	3	6	12	698	1,230	531
Yarmouth.....	57	62	12	808	2,389	759
New Brunswick	479	709	859	13,376	21,309	10,634
Bathurst.....	5	6	4	1,000	2,417	928
Campbellton.....	37	33	35	972	1,845	860
Edmundston.....	8	24	22	849	1,562	531
Fredericton.....	87	122	140	1,260	1,977	761
Minto.....	2	138	106	833	901	285
Moncton.....	224	239	294	2,517	4,332	2,218
Newcastle.....	1	2	8	1,004	2,135	888
Saint John.....	96	111	188	2,560	3,160	2,615
St. Stephen.....	4	4	15	1,375	1,453	958
Sussex.....	10	17	40	204	285	208
Woodstock.....	5	13	7	802	1,242	382
Quebec	4,744	5,292	10,021	112,675	159,624	76,195
Alma.....	33	50	175	1,217	1,752	886
Asbestos.....	8	13	5	736	1,139	319
Beauharnois.....	36	33	73	580	1,067	468
Buckingham.....	8	16	6	748	980	437
Causapscal.....	47	248	60	641	1,757	802
Chandler.....	1	4	2	204	736	247
Chicoutimi.....	52	75	569	1,336	1,661	920
Dolbeau.....	18	18	58	1,153	1,595	968
Drummondville.....	22	25	54	1,389	1,920	1,097
Farnham.....	99	17	27	539	1,879	461
Forestville.....	4	2	429	724	1,502	265
Gaspé.....	11	27	6	303	662	193
Granby.....	35	17	61	1,592	1,474	1,626
Hull.....	36	47	54	1,927	2,789	1,470
Joliette.....	121	117	1,137	2,481	3,171	1,942
Jonquière.....	35	51	38	1,304	2,097	1,539
Lachute.....	38	36	23	525	699	285
La Malbaie.....	89	154	1	454	1,247	270
La Tuque.....	18	216	772	583	752	358
Lévis.....	71	82	193	2,327	3,105	1,933
Louiseville.....	43	57	67	784	1,485	717
Magog.....	2	.....	2	486	838	428
Maniwaki.....	.....	9	258	326	940	271
Matane.....	12	7	5	914	2,054	634
Mégantic.....	13	15	21	411	931	409
Mont-Laurier.....	4	5	18	616	961	573
Montmagny.....	14	15	17	782	1,470	754
Montreal.....	2,632	2,519	3,624	47,974	59,477	27,426
New Richmond.....	8	5	1	370	1,044	425
Port Alfred.....	5	11	13	345	676	285
Quebec.....	502	535	605	7,942	10,998	6,610
Rimouski.....	38	59	90	1,379	2,611	1,037
Rivière du Loup.....	9	21	59	1,095	2,478	929
Roberval.....	12	32	102	973	1,507	577
Rouyn.....	59	58	72	2,485	4,361	1,685
Ste. Agathe.....	15	38	48	263	455	144
Ste. Anne de Bellevue.....	37	45	38	597	839	239
Ste. Thérèse.....	38	21	50	1,004	1,887	752
St. Hyacinthe.....	24	27	122	1,535	1,843	1,280
St. Jean.....	49	66	84	1,672	1,403	920
St.-Jérôme.....	35	27	48	1,192	1,430	700
Sept Îles.....	53	80	76	723	1,193	446
Shawinigan.....	1	42	131	2,996	4,693	2,224
Sherbrooke.....	67	72	124	3,374	4,983	2,707
Sorel.....	33	22	90	1,873	1,998	935
Thetford Mines.....	79	44	54	1,131	1,672	848
Trois-Rivières.....	92	123	205	2,970	4,079	2,026
Val d'Or.....	20	22	64	1,372	2,767	1,130

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JULY 31, 1958

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) July 31, 1958	Previous Month July 3, 1958	Previous Year August 1, 1957	(1) July 31, 1958	Previous Month July 3, 1958	Previous Year August 1, 1957
Quebec—Con.						
Valleyfield.....	24	11	71	1,478	2,010	907
Victoriaville.....	24	22	66	1,608	2,210	1,014
Ville St. Georges.....	18	34	53	1,262	2,347	1,377
Ontario	10,436	8,413	14,255	137,382	170,042	97,235
Arnprior.....	14	6	20	164	244	159
Barrie.....	46	68	69	608	810	526
Belleville.....	50	71	14	1,246	1,863	853
Bracebridge.....	58	209	75	357	638	341
Brampton.....	15	29	38	689	841	457
Brantford.....	67	56	45	2,406	3,251	2,820
Brockville.....	31	21	14	400	312	266
Carleton Place.....	12	18	9	117	220	107
Chatham.....	54	30	549	1,997	2,842	1,588
Cobourg.....	8	9	2	698	705	627
Collingwood.....	15	16	48	496	420	342
Cornwall.....	97	91	301	2,871	3,422	1,363
Fort Erie.....	5	18	36	404	560	212
Fort Frances.....	22	40	18	318	462	145
Fort William.....	185	124	756	1,317	1,362	544
Galt.....	21	38	142	1,495	1,727	979
Gananoque.....	10	6	10	162	214	130
Goderich.....	15	21	31	336	487	241
Guelph.....	33	24	84	1,449	1,680	1,771
Hamilton.....	606	565	609	11,608	14,603	8,963
Hawkesbury.....	6	29	15	400	705	208
Ingersoll.....	28	33	1,974	535	658	312
Kapuskasing.....	34	12	44	672	787	200
Kenora.....	15	11	334	344	374	182
Kingston.....	86	115	120	1,045	1,451	978
Kirkland Lake.....	38	46	164	678	1,119	400
Kitchener.....	67	173	97	2,503	2,547	2,021
Learnington.....	23	25	64	810	1,269	709
Lindsay.....	17	4	20	644	476	144
Listowel.....	34	47	29	188	247	343
London.....	506	404	392	3,576	4,871	3,222
Long Branch.....	144	164	121	2,477	3,248	2,043
Midland.....	16	47	27	383	400	248
Napanee.....	3	8	13	298	503	262
Newmarket.....	53	37	40	825	1,059	496
Niagara Falls.....	41	35	201	1,597	2,287	736
North Bay.....	28	50	10	1,356	1,267	888
Oakville.....	60	68	119	818	995	548
Orillia.....	31	37	22	845	1,076	417
Oshawa.....	62	108	256	7,223	3,942	3,059
Ottawa.....	800	967	755	3,841	5,252	2,990
Owen Sound.....	14	11	18	1,184	1,627	905
Parry Sound.....	2	1	5	180	280	105
Pembroke.....	95	144	165	1,237	1,650	974
Perth.....	36	49	43	300	460	216
Peterborough.....	58	91	159	2,534	3,484	1,704
Pictou.....	17	9	29	232	285	131
Port Arthur.....	265	378	395	1,879	3,027	665
Port Colborne.....	16	14	16	631	881	312
Prescott.....	36	18	36	560	686	432
Renfrew.....	7	11	11	569	601	335
St. Catharines.....	81	141	103	5,472	4,435	2,591
St. Thomas.....	50	71	43	869	1,123	628
Sarnia.....	72	92	82	2,099	2,568	1,412
Sault Ste. Marie.....	233	286	289	1,862	2,498	893
Simcoe.....	2,885	30	2,051	902	919	605
Sioux Lookout.....	8	7	17	115	175	70
Smiths Falls.....	17	21	11	223	366	179
Stratford.....	29	36	26	695	811	560
Sturgeon Falls.....	2		6	732	874	401
Sudbury.....	294	227	412	3,940	4,979	1,678
Timmins.....	82	174	41	1,555	2,234	946
Toronto.....	2,146	2,335	1,853	32,078	43,436	25,879
Trenton.....	55	33	31	638	720	477
Walkerton.....	48	72	63	319	401	238
Wallaceburg.....	3	2	8	372	535	316
Welland.....	16	26	50	1,982	2,565	803
Weston.....	168	172	125	1,875	2,381	1,340
Windsor.....	91	72	160	11,390	13,983	8,725
Woodstock.....	155	10	290	762	1,082	775
Manitoba	1,634	1,982	2,557	12,851	17,861	9,636
Brandon.....	133	278	301	814	1,178	631
Dauphin.....	21	64	21	410	781	251
Flin Flon.....	53	31	58	189	238	160
Portage la Prairie.....	35	36	64	469	787	292
The Pas.....	28	22	24	277	251	69
Winnipeg.....	1,364	1,551	2,089	10,692	14,626	8,333

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JULY 31, 1958

(Source: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) July 31, 1958	Previous Month July 3, 1958	Previous Year August 1, 1957	(1) July 31, 1958	Previous Month July 3, 1958	Previous Year August 1, 1957
Saskatchewan	844	779	1,399	6,460	10,766	4,143
Estevan.....	64	43	130	283	399	131
Moose Jaw.....	175	98	257	639	874	383
North Battleford.....	52	37	39	441	766	293
Prince Albert.....	70	75	101	681	1,214	558
Regina.....	173	165	351	1,647	3,115	1,068
Saskatoon.....	166	213	272	1,476	2,390	996
Swift Current.....	45	37	119	248	298	173
Weyburn.....	16	19	48	169	225	76
Yorkton.....	83	92	82	876	1,485	465
Alberta	2,682	3,221	2,432	15,410	21,574	10,777
Blairmore.....	8	14	13	430	573	264
Calgary.....	987	1,085	866	4,782	5,887	3,360
Drumheller.....	24	15	36	296	507	200
Edmonton.....	1,238	1,574	1,019	7,794	11,145	5,179
Edson.....	17	3	49	290	488	207
Lethbridge.....	177	247	234	751	1,309	638
Medicine Hat.....	114	191	124	525	675	492
Red Deer.....	117	92	91	542	990	437
British Columbia	1,594	2,360	2,258	51,359	65,621	30,658
Chilliwack.....	74	90	68	1,492	1,491	626
Courtenay.....	3	10	32	1,510	1,555	830
Cranbrook.....	19	19	21	363	780	217
Dawson Creek.....	14	31	56	725	1,285	280
Duncan.....	18	20	38	1,431	1,272	400
Kamloops.....	22	20	31	792	1,189	525
Kelowna.....	10	56	27	594	900	344
Kitimat.....	11	22	86	200	374	283
Mission City.....	7	45	12	681	1,091	461
Nanaimo.....	20	17	25	1,919	2,165	1,055
Nelson.....	12	28	56	495	978	293
New Westminster.....	200	189	321	6,807	8,289	3,806
Penticton.....	8	14	29	599	1,030	332
Port Alberni.....	50	74	26	1,304	1,259	558
Prince George.....	51	79	134	1,161	2,045	787
Prince Rupert.....	26	42	81	627	951	376
Princeton.....	5	10	10	212	286	144
Trail.....	16	43	15	490	892	285
Vancouver.....	666	1,146	915	25,020	31,493	16,195
Vernon.....	58	146	43	813	1,111	339
Victoria.....	224	222	185	3,761	4,876	2,373
Whitelyhorse.....	50	37	47	193	469	140
Canada	23,363	24,651	34,897	372,010	506,142	256,346
Males.....	11,505	11,011	20,837	252,853	350,897	171,765
Females.....	11,858	13,640	14,060	119,157	155,245	84,581

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1953-1958

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,753	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,062	107,018
1957 (7 months).....	515,419	349,315	166,104	32,845	125,850	183,687	111,085	61,952
1958 (7 months).....	472,132	306,728	165,404	30,576	111,568	159,146	100,632	70,210

E—Unemployment Insurance

TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, JULY 1958

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	7.3	1,699	32,110	664,899
Prince Edward Island.....	1.0	402	4,367	80,442
Nova Scotia.....	16.4	9,770	72,066	1,361,459
New Brunswick.....	11.7	3,687	51,567	1,031,151
Quebec.....	95.6	37,620	420,600	8,660,529
Ontario.....	101.0	47,286	444,213	9,223,171
Manitoba.....	9.7	3,321	42,773	830,601
Saskatchewan.....	4.8	1,551	21,099	414,148
Alberta.....	10.0	4,037	46,856	972,000
British Columbia.....	36.7	16,476	161,577	3,586,703
Total, Canada, July 1958.....	294.8	125,849	1,297,228	26,815,103
Total, Canada, June 1958.....	428.1	126,330	1,785,342	36,992,241
Total, Canada, July 1957.....	155.8	71,453	685,884	13,799,832

TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, JULY 31, 1958

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Duration on the Register (weeks)							Percentage Postal	July 31, 1957 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
CANADA.....	300,826	94,965	31,041	40,464	29,581	24,889	19,722	60,164	29.5	205,779
Male.....	205,484	70,813	21,705	26,785	18,759	16,087	12,877	38,458	31.4	138,938
Female.....	95,342	24,152	9,336	13,679	10,822	8,802	6,845	21,706	25.6	66,841
Newfoundland.....	5,709	1,754	397	523	580	467	458	1,530	61.7	4,507
Male.....	4,863	1,589	325	431	492	392	385	1,249	65.2	4,007
Female.....	846	165	72	92	88	75	73	281	41.7	500
Prince Edward Island.....	940	208	112	186	95	81	57	191	62.4	831
Male.....	630	148	88	119	62	53	41	119	69.0	611
Female.....	310	60	34	67	33	28	16	72	49.0	220
Nova Scotia.....	12,566	3,122	1,219	1,621	1,412	1,357	874	3,051	36.8	9,985
Male.....	9,729	2,531	865	1,221	1,121	1,074	663	2,254	36.4	8,081
Female.....	2,837	591	264	400	291	283	211	797	35.4	1,904
New Brunswick.....	10,349	2,504	1,125	1,449	1,184	1,391	773	1,923	50.3	9,400
Male.....	7,937	1,974	873	1,051	917	1,146	610	1,366	53.7	7,532
Female.....	2,412	530	252	398	267	245	163	557	39.1	1,868
Quebec.....	94,062	29,576	9,705	12,984	9,505	8,248	6,524	17,510	28.8	64,340
Male.....	64,146	21,721	6,786	8,560	5,977	5,384	4,450	11,268	31.5	43,229
Female.....	29,906	7,855	2,919	4,424	3,528	2,864	2,074	6,242	22.8	21,111
Ontario.....	112,666	39,065	11,553	14,602	10,584	8,080	6,525	22,257	25.0	78,815
Male.....	72,747	28,152	7,496	9,036	6,041	4,591	3,862	13,569	24.6	49,453
Female.....	39,919	10,913	4,057	5,566	4,543	3,489	2,663	8,688	25.9	29,362
Manitoba.....	9,754	2,799	836	1,301	963	827	695	2,333	24.1	6,721
Male.....	5,825	1,856	495	751	578	496	393	1,256	28.5	3,783
Female.....	3,929	943	341	550	385	331	302	1,077	17.6	2,938
Saskatchewan.....	4,374	1,033	492	599	408	426	296	1,120	44.8	2,675
Male.....	2,432	595	296	322	201	259	155	604	52.1	1,453
Female.....	1,942	438	196	277	207	167	141	516	35.5	1,222
Alberta.....	10,951	3,094	995	1,404	1,057	1,149	821	2,431	35.8	7,918
Male.....	7,349	2,202	684	877	654	801	554	1,577	41.9	6,061
Female.....	3,602	892	311	527	403	348	267	854	23.5	1,857
British Columbia.....	39,465	11,810	4,687	5,795	3,793	2,863	2,609	7,818	20.1	20,587
Male.....	29,826	10,045	3,797	4,417	2,716	1,891	1,764	5,196	30.2	14,728
Female.....	9,639	1,765	890	1,378	1,077	972	845	2,622	25.7	5,859

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
JULY, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed off	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	2,956	1,586	1,370	2,904	2,356	548	752
Prince Edward Island.....	398	272	126	418	292	126	60
Nova Scotia.....	6,324	4,051	2,273	10,862	9,615	1,247	1,095
New Brunswick.....	4,601	3,025	1,476	4,668	3,300	1,368	1,030
Quebec.....	48,848	28,296	20,552	50,824	40,721	10,103	10,587
Ontario.....	71,006	36,071	34,935	72,218	58,282	13,966	11,604
Manitoba.....	4,351	2,984	1,367	4,236	3,090	1,146	1,101
Saskatchewan.....	1,870	1,178	692	2,065	1,425	640	411
Alberta.....	6,240	3,177	2,063	5,810	4,511	1,299	1,557
British Columbia.....	21,908	10,786	11,122	22,359	17,636	4,723	4,791
Total, Canada, July 1958.....	167,402	91,426	75,976	78,364	141,198	35,166	32,988
Total, Canada, June 1958.....	156,754	90,709	64,985	155,695	136,704	18,991	41,950
Total, Canada, July 1957.....	114,107	64,614	49,493	108,349	85,678	22,671	20,283

* In addition, revised claims received numbered 23,360.

† In addition, 23,784 revised claims were disposed of. Of these, 1,819 were special requests not granted and 1,310 were appeals by claimants. There were 3,710 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT.**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of the Month of:	Total	Employed	Claimants
1958—July.....	4,034,100	3,588,600	445,500
June.....	4,059,000	3,507,900	551,100
May.....	4,107,000	3,384,700	722,300
April.....	4,205,000	3,345,400	859,600
March.....	4,216,000	3,346,700	869,300
February.....	4,208,000	3,373,500	834,500
January.....	4,236,000	3,491,800	744,200
1957—December.....	4,037,000	3,633,700	403,300
November.....	3,980,000	3,712,000	268,000
October.....	3,989,000	3,782,500	226,500
September.....	3,996,000	3,787,300	208,700
August.....	3,998,000	3,792,200	205,800
July.....	3,965,000	3,780,500	204,500

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Service
1951—Year.....	113.7	117.0	115.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	120.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—September.....	123.3	121.9	135.6	108.3	119.8	127.1
October.....	123.4	121.7	135.9	108.7	120.1	127.4
November.....	123.3	120.2	136.3	109.8	120.5	127.7
December.....	123.1	118.8	136.7	109.9	120.6	128.4
1958—January.....	123.4	119.4	136.6	108.8	120.8	129.1
February.....	123.7	119.9	136.9	108.8	120.8	129.5
March.....	124.3	121.3	137.1	109.5	121.1	129.6
April.....	125.2	123.4	137.6	109.8	121.3	130.1
May.....	125.1	122.7	137.9	110.0	120.7	130.6
June.....	125.1	122.7	138.3	109.7	120.6	130.7
July.....	124.7	121.4	138.4	109.9	120.6	130.4
August.....	125.2	122.6	139.1	109.6	120.5	130.6
September.....	125.6	122.9	139.4	109.5	120.8	131.5

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF AUGUST 1958

(1949 = 100)

Source: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	August 1957	July 1958	August 1958					
(1) St. John's, Nfld.....	110.5	112.7	113.1	112.5	113.9	103.4	108.4	122.0
Halifax.....	120.6	122.8	123.2	117.2	131.5	114.7	125.4	131.4
Saint John.....	123.3	124.7	125.7	120.4	134.9	116.7	121.4	137.3
Montreal.....	122.2	125.0	124.9	125.4	142.6	107.1	118.1	128.7
Ottawa.....	124.0	125.4	126.0	123.0	145.5	111.8	118.9	131.5
Toronto.....	125.9	128.4	128.9	123.4	153.7	113.0	120.3	134.1
Winnipeg.....	120.7	122.6	122.7	120.3	130.0	115.2	117.4	129.2
Saskatoon—Regina.....	120.2	121.9	122.2	120.6	121.4	118.6	123.1	125.8
Edmonton—Calgary.....	119.8	121.3	121.3	117.9	124.6	114.7	120.7	128.2
Vancouver.....	122.5	124.6	125.1	120.5	137.4	113.7	127.7	129.8

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS JANUARY-AUGUST 1957-1958 (a)

Preliminary, subject to revision

Month	Number of Strikes and Lockouts		Workers on Strike or Locked Out		Time Loss	
	Beginning During Month	Total During Month	In Stoppages Beginning During Month	In All Stoppages During Month	In Man-Days	Per Cent of Estimated Working Time
1958						
January.....	23(b)	23	9,364(b)	9,364	169,880	0.18
February.....	19	31	6,506	13,921	63,400	0.07
March.....	26	39	13,173	15,196	132,325	0.14
April.....	23	32	5,983	11,964	122,470	0.13
May.....	19	33	6,165	8,238	71,620	0.07
June.....	21	40	3,229	7,845	106,435	0.11
July.....	26	46	2,080	6,078	84,330	0.08
August.....	25	54	15,530	18,495	255,360	0.25
Cumulative Totals.....	182		62,039		1,005,820	0.13
1957						
January.....	24(b)	24	7,477(b)	7,477	52,680	0.06
February.....	17	27	5,707	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,158	8,022	51,820	0.06
May.....	30	40	14,051	15,393	144,700	0.15
June.....	22	45	7,519	18,520	221,850	0.22
July.....	12	34	2,481	16,208	237,740	0.24
August.....	25	52	7,044	14,532	187,450	0.19
Cumulative Totals.....	177		57,112		1,016,800	0.13

(a) The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.

(b) Strikes unconcluded at the end of the previous year are included in these totals.

TABLE G-2.—STRIKES AND LOCKOUTS AUGUST 1958, INVOLVING 100 OR MORE WORKERS
(Preliminary, subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	On Strike or Locked Out		Date Began (a)	Date Terminated or Lapsed	Major Issue(s)	Result
			Time Lost in Man-Days	August					Accumulated
In Progress Prior to August 1958								
MINING— Canadian Gypsum Co., Wentworth and Hantsport, N.S.	Nova Scotia Quarry Workers Union, No. 294, CLC.	176(b)	4,400	72,950	Oct. 31 1957		Wages, hours, union security and fringe benefits.	
MANUFACTURING— Food— Robinhood Flour Mills, Port Colborne, Ont.	United Packinghouse Work- ers of America, No. 416, AFL-CIO/CLC.	195	3,900	7,410	July 8		Wages and term of agreement.	
Clothing— Hyde Park Clothes, Montreal, Que.	Amalgamated Clothing Work- ers, AFL-CIO/CLC.	278	5,835	31,190	Mar. 17		Recognition; certification fore- stalled by court action.	
Wood— Kormak Lumber Co., Kormak, Ont.	United Brotherhood of Car- penters and Joiners of Am- erica, No. 2537, AFL-CIO/ CLC.	112	1,080	2,125	July 28	Aug. 21	Not reported.	Basic wage rate increased by 3 cents an hour and logging rate by 3%.
Wesmak Lumber, Westree, Ont.	Unorganized.	115	920	1,265	July 29	Aug. 11	In sympathy with workers of another lumber company.	Return of workers, fur- ther negotiations.
CONSTRUCTION— National Association of Mas- ter Plumbers and Heating Contractors, Vancouver, B.C.	United Association of Jour- ney-men and Apprentices of the Plumbing and Pipe- fitting Industry of U.S. and Canada, No. 170, AFL- CIO/CLC.	1,000	20,000	84,000	Apr. 30		Wages.	
Associated Electrical Con- tractors represented by Con- struction Industrial Relations, Vancouver, B.C.	International Brotherhood of Electrical Workers, No. 213, AFL-CIO/CLC.	331	4,630	18,885	May 30	Aug. 21	Wages.	Wage increase of 11 cents an hour.

Commencing in August 1958

MANUFACTURING— Beverages— Brewers Warehousing Com- pany, Ontario-wide.	Various locals of the Inter- national Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers, AFL-CIO/CLC.	1,200	16,800	16,800	Aug. 7 Aug. 12	Wages, hours and hiring policies.
A. Keith & Sons, Oland & Sons, Hallax, N.S.	International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers, No. 361, AFL-CIO/CLC.	166	1,160	1,160	Aug. 21	Conciliation Board report not acceptable to union.
Wood— Steel Equipment Co., Pembroke, Ont.	United Steelworkers of America, No. 3527, AFL- CIO/CLC.	159	1,905	1,905	Aug. 14	Wages.
Iron and Steel— Steel Company of Canada, Hamilton, Ont.	United Steelworkers of America, No. 1005, AFL- CIO/CLC.	8,077(c)	121,155	121,155	Aug. 11	Wages.
Associated Foundry & S. P. & F. Foundry, Vancouver, B.C.	International Moulders and Foundry Workers Union of North America, No. 281, AFL-CIO/CLC.	119(d)	1,190	1,190	Aug. 13	Wages and fringe benefits.
TRANSPORTATION EQUIPMENT Davie Shipbuilding Co., Lauzon, Que.	National Metal Trades Federation, CIO/CL.	2,135	21,350	21,350	Aug. 18	Wages, hours, seniority.
CONSTRUCTION— Six Building Contractors, Elliot Lake, Ont.	International Brotherhood of Carpenters and Joiners of America, No. 2486, AFL- CIO/CLC.	400	4,000	4,000	Aug. 14	Wages and hours. Return of some workers, replacement of others.
St. John's Building Trades Association, St. John's, Nfld.	United Brotherhood of Car- penters and Joiners of Am- erica, No. 1291, AFL-CIO/ CLC.	120	300	300	Aug. 13	Wages, vacations, statutory holidays. Return of workers, fur- ther negotiations.
TRANSPORTATION— Shipping Federation of B.C., New Westminster, Port Alberni, Vancouver and Victoria, B.C.	International Longshoremen and Warehousemen's Union, five locals, AFL-CIO/CLC.	1,300	13,000	13,000	Aug. 21	Employers' contribution to a pension and welfare plan.

TABLE G-2.—STRIKES AND LOCKOUTS AUGUST 1953, INVOLVING 100 OR MORE WORKERS
(Preliminary, subject to revision)

Employer(s)	Union(s)	On Strike or Locked Out		Date Began (a)	Date Terminated or Lapsed	Major Issue(s)	Result
		Approximate Number of Workers	Time Loss in Man-Days				
			August					Accumulated
Commencing in August 1958							
Canadian Stevedoring Co., Chemainus, Crofton and Nanaimo, B.C.	International Longshoremen and Warehousemen's Union, No. 508, AFL-CIO/CLC.	144	1,295	Aug. 21	.....	Wages, hours, call-out pay and improved pension plan.	.....
		900	9,900	Aug. 21	.....	Work load.	.....
St. John's Employers' Association, St. John's, Nfld.	Longshoremen's Protective Union (St. John's).						

(a) In this table the date began is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent. (b) 43 indirectly affected; (c) 378 indirectly affected; (d) 25 indirectly affected.

H—Industrial Accidents

TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA DURING THE SECOND QUARTER OF 1958 BY GROUPS OF INDUSTRIES AND CAUSES

Note: The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada".

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....													71
Struck by.....		1		2	2	3		2					10
(a) Tools, machinery, cranes, etc.....		2		2	1	6		6					19
(b) Moving vehicles.....		12		9	2	13		3			1		42
(c) Other objects.....	2			3	2	2		2					11
Caught In, On or Between Machinery, Vehicles, etc.....	2			3	2	2		2					11
Collisions, Derailments, Wrecks, etc.....	12	9	10	3	9	8		17	2		9		79
Falls and Slips.....													68
(a) Falls on same level.....													
(b) Falls to different levels.....	2	8	4	5	6	31		10			2		68
Conflagrations, Temperature Extremes and Explosions.....	5		3	4	1	1		1		1			16
Inhalation, Absorptions, Asphyxiation, etc.....				9	5		2						16
Electric Current.....	1				1	11	2	2			1		20
Over-exertion and Industrial Diseases.....				1	1				2		3		7
Miscellaneous Accidents.....	2		3		2			1			1		9
Total, Second Quarter—1958.....	26	32	20	39	32	75	4	44	6	1	18		297
Total, Second Quarter—1957.....	26	39	5	38	51	81	6	51	8		11		316

TABLE H-2.—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE SECOND QUARTER OF 1958

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....				3	1	9	2	4	7			26
Logging.....	1			3	3	6				19	1	32
Fishing and Trapping.....		2	11	3		2	2					20
Mining and Quarrying.....	2		3	1	3	18		1	5	6		39
Manufacturing.....	1		2	1	10	11	1		3	4		32
Construction.....	1			3	10	34	2	1	3	21		75
Public Utilities.....					3				1			4
Transportation, Storage and Com- munications.....	2		1	4	6	21	1	1	3	5		44
Trade.....						3			2	1		6
Finance.....						1						1
Service.....		1			1	8	1		4	3		18
Unclassified.....												
Total.....	7	3	17	16	37	113	9	7	27	60	1	297*

* Of this total 223 fatalities were reported by the various provincial Workmen's Compensation Boards, and the Board of Transport Commissioners; details of the remaining 74 were obtained from other non-official sources.

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Explanatory Note to "Manpower Situation in Local Areas"

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local labour market conditions based on an appraisal of the situation in each area. In considering each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

Group 1: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 9.9, 11.9 or 13.9 per cent, depending on the size and character of the area.

Group 2: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, but less than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

Group 3: Balanced Labour Supply. Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent, but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

Group 4: Labour Shortage. Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job applications to paid workers. All areas, and particularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions in local areas is obtained mainly from monthly reports submitted by each of the local offices of the National Employment

Service. This information is supplemented by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy. The key to this grouping is shown in the classification of labour market areas on page 1094.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the name places appearing in the table giving the classifications of labour market areas and in the map include several local office areas, as follows: Montreal includes Montreal and Ste. Anne de Bellevue; Lac St. Jean District includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and St. Joseph d'Alma; Gaspé District includes Causapscal, Chandler, Gaspé, Matane and New Richmond; Quebec-North Shore includes La Malbaie, Forestville and Sept Isles; Sherbrooke includes Sherbrooke and Magog; Trois Rivières includes Trois Rivières and Louiseville; Toronto includes Oakville, New Toronto, Toronto and Weston; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Vancouver, New Westminster and Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 109 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.

Explanatory Notes to "Current Labour Statistics"

(a) These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the employment characteristics of the civilian non-institutional population of working age. (About 30,000 households chosen by area sampling methods in approximately 110 different areas in Canada are visited each month). The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that had jobs or that did not have jobs and was seeking work during the survey week.

(b) Total applications on file at NES offices exclude registrations from persons known to have a job while applying for another one. Means are also taken to exclude, as far as possible, persons who have secured work on their own since registration. Nevertheless, the figures inevitably include a number of persons who have found employment or who have left the labour force by the time the count is made. On the other hand, not all the persons who are looking for work register at employment offices.

Edmond Clément

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